

Education. There are few exceptions to the Service requirements that commissioned officers have at least a 4-year college degree, so the education levels of FY 2001 Active Component officer accessions come as no surprise. Table 4.13 clearly shows the officer corps' reliance on the college-educated. Approximately 9 percent of officers commissioned in FY 2001 did not have at least a bachelor's degree; most likely these officers were former enlisted personnel. A notable percentage of newly commissioned officers (11 percent)—mostly lawyers, chaplains, and health care professionals (i.e., physicians, dentists, etc.)—held advanced degrees.

Table 4.13. FY 2001 Educational Attainment of Active Component Officer Accessions and Officer Corps, by Service (Percent)					
Educational Attainment	Army	Navy*	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Less than College Graduate	2.0	9.1	0.6	18.7	8.9
College Graduate (B.A., B.S., etc.)	81.6	89.3	97.2	65.6	80.2
Advanced Degree (M.A., Ph.D., etc.)	16.4	1.6	2.2	15.7	10.9
Total	100.0	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS					
Less than College Graduate	0.3	12.9	3.8	2.0	4.2
College Graduate (B.A., B.S., etc.)	56.6	45.2	78.6	43.4	51.1
Advanced Degree (M.A., Ph.D., etc.)	43.0	41.9	17.7	54.6	44.7
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. *Education credential information in the DMDC active and loss edit file is not always updated on a frequent basis. The Navy accession data were provided by the U.S. Navy, for more accurate information. Percentages do not include "Unknown" data. Also see Appendix Table B-35 (Education by Service).					

Not only are college graduates amply represented among newly commissioned officers, but the education levels in the officer corps indicate that the Services promote continuing education. Significant proportions of officers attained advanced degrees while serving. The Air Force had the greatest proportion (55 percent) of officers with advanced degrees, and was the only Service with a greater proportion of officers with advanced degrees than bachelor's degrees. The Marine Corps had fewer officers with advanced degrees than the other Services. A contributing factor may be that the Navy provides the Marine Corps with health professionals, chaplains, or other such direct appointees, who typically have advanced degrees.

Representation Within Occupations. Tables 4.14 and 4.15 present the distribution of officers across occupational areas by gender and race/ethnic group, respectively. More than one-third of officers were working in jobs classified as part of tactical operation. Together, the second, third, and fourth most populous occupations—health care, engineering and maintenance, and supply—approximated the manning levels of tactical operations. Appendix Table B-37 provides FY 2001 occupational area data by Service, including personnel classified as non-occupational.

Women and occupational assignments. Table 4.14 shows significant assignment differences between male and female officers. Despite expanding numbers of and roles for women, it takes time to bring women into new positions and career fields, as has been the case in FY 2001. Significantly greater percentages of men than women were in tactical operations (42 and 10 percent, respectively), whereas greater percentages of women than men were in "traditional" female occupations of administration (12 and 6 percent, respectively) and health care (42 and 15 percent, respectively). Appendix Table B-38 shows the assignment patterns by Service and gender.

Table 4.14. FY 2001 Occupational Areas of Active Component Officer Corps, by Gender (Percent)			
Occupational Area	Males	Females	Total
General Officers and Executives	0.5	0.1	0.4
Tactical Operations	41.9	10.2	37.0
Intelligence	5.0	6.0	5.1
Engineering and Maintenance	12.4	10.9	12.2
Scientists and Professionals	4.8	4.8	4.8
Health Care	14.7	41.7	18.9
Administration	5.6	11.7	6.5
Supply, Procurement, and Allied Occupations	8.9	10.1	9.1
Non-Occupational*	6.2	4.4	5.9
Total	100.0	100.0	100.0
Columns may not add to total due to rounding. Calculations exclude 1 male Army, 602 male and 19 female Marine Corps, and 418 male and 24 female Air Force O-6 officers classified as general officers by the Services. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Table B-38 (Occupational Area by Service and Gender).			

Minorities and occupational assignments. The percentage of each racial/ethnic category by officer occupational areas is shown in Table 4.15. In FY 2001, racial and ethnic groups of officers generally had similar patterns of representation across occupational areas, although there are several specific differences in the patterns. Fewer Blacks and "Others" were assigned to tactical operations than were Whites and Hispanics. Similarly a greater percentage of officers in the "Other" racial category was in health care positions. Proportionately more Blacks than other racial/ethnic groups were in the engineering and maintenance, administration, and supply occupations. The Services strive to achieve racial/ethnic balance during the assignment process. Such a focus is important because occupational assignment is related to promotion opportunities and success as an officer.

Regardless of race/ethnicity, the largest percentage of officers worked in tactical operations; the lowest percentages worked in intelligence and scientific/professional occupations. Appendix Table B-39 provides data on occupational areas by Service and race/ethnicity.

Table 4.15. FY 2001 Occupational Areas of Active Component Officer Corps, by Race/Ethnicity (Percent)				
Occupational Area	White	Black	Hispanic	Other
General Officers and Executives	0.5	0.3	0.2	0.1
Tactical Operations	38.7	24.9	35.7	28.9
Intelligence	5.2	4.8	5.7	4.7
Engineering and Maintenance	11.9	15.9	11.8	12.1
Scientists and Professionals	5.0	4.2	3.9	4.3
Health Care	18.5	19.5	16.2	28.2
Administration	6.0	10.9	7.6	6.4
Supply, Procurement, and Allied Occupations	8.4	15.6	11.0	8.9
Non-Occupational*	6.0	3.8	7.9	6.5
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Calculations exclude 1 White Army; 567 White, 33 Black, 16 Hispanic, and 5 "Other" Marine Corps; and 412 White, 21 Black, 4 Hispanic, and 3 "Other" Air Force O-6 officers classified as general officers by the Services. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Table B-39 (Occupational Area by Service and Race/Ethnicity).				

Warrant Officers ¹¹

Warrant officers comprise a relatively small but vital group of technicians and specialists who serve in the Army, Navy, and Marine Corps. These Servicemembers ordinarily do not assume typical officer command responsibilities, and their careers emphasize depth rather than breadth of experience, in contrast to commissioned officers.^{12, 13} The status and duties of these experts, trainers, and specialty managers have grown and otherwise changed since their grades were established around 1920. Today, they can be found advancing within military careers such as aviation, physicians' assistant, nuclear weapons, and administration.

Although some warrant officers may enter directly from civilian life (e.g., helicopter pilots), most warrant officers previously were in the upper enlisted ranks. In FY 2001, 1,520 warrant officer accessions were added to the force and the overall total force of warrant officers on active duty stood at 14,864. Table 4.16 presents gender and race/ethnicity statistics on FY 2001 warrant officers. They are overwhelmingly male (93 percent) but have greater minority

¹¹ For more detailed information on warrant officers, see Department of Defense, *DoD Report on the "Warrant Officer Management Act" (WOMA)* (Washington, DC: Author, 1989).

¹² Upper-level warrant officers, however, frequently function in foreman-type roles within their system specialties.

¹³ The Air Force discontinued its warrant officer program in 1959 and increased promotion opportunities for senior enlisted personnel.

representation than commissioned officers. Blacks, in particular, are more highly represented among warrant officers, accounting for 17 percent of active duty warrant officers (in contrast to 8 percent of commissioned officers). Appendix Tables B-44 and B-45 provide a glimpse of warrant officer accessions and the corps of warrant officers on active duty by gender and race/ethnicity.

Table 4.16. FY 2001 Active Component Warrant Officer Accessions and Officer Corps, by Race/Ethnicity, Gender, and Service* (Percent)				
Race/Ethnicity and Gender	Army	Navy	Marine Corps	DoD
ACTIVE COMPONENT WARRANT OFFICER ACCESSIONS				
White	73.1	73.4	73.5	73.2
Black	15.1	18.5	14.2	15.6
Hispanic	5.6	1.4	9.9	5.5
Other	6.3	6.7	2.4	5.7
Male	93.6	90.6	93.7	93.0
Female	6.4	9.4	6.3	7.0
Total	100.0	100.0	100.0	100.0
ACTIVE COMPONENT WARRANT OFFICER CORPS				
White	72.9	76.8	74.6	73.6
Black	16.6	17.7	16.1	16.7
Hispanic	5.4	1.6	7.2	5.2
Other	5.1	4.0	2.1	4.6
Male	93.0	95.0	93.7	93.3
Female	7.0	5.0	6.3	6.7
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * The Air Force does not have warrant officers. Also see Appendix Tables B-44 (Warrant Officer Accessions and Officers by Gender) and B-45 (Warrant Officer Accessions and Officers by Race/Ethnicity).				

Chapter 5

SELECTED RESERVE ENLISTED ACCESSIONS AND ENLISTED FORCE

The Ready Reserve, with an FY 2001 strength of more than 1.2 million, is the major source of manpower augmentation for the Active force. As illustrated in Figure 5.1, the two principal elements of the Ready Reserve are the Selected Reserve and the Individual Ready Reserve. Reserve Component data in this report include only the Selected Reserve.

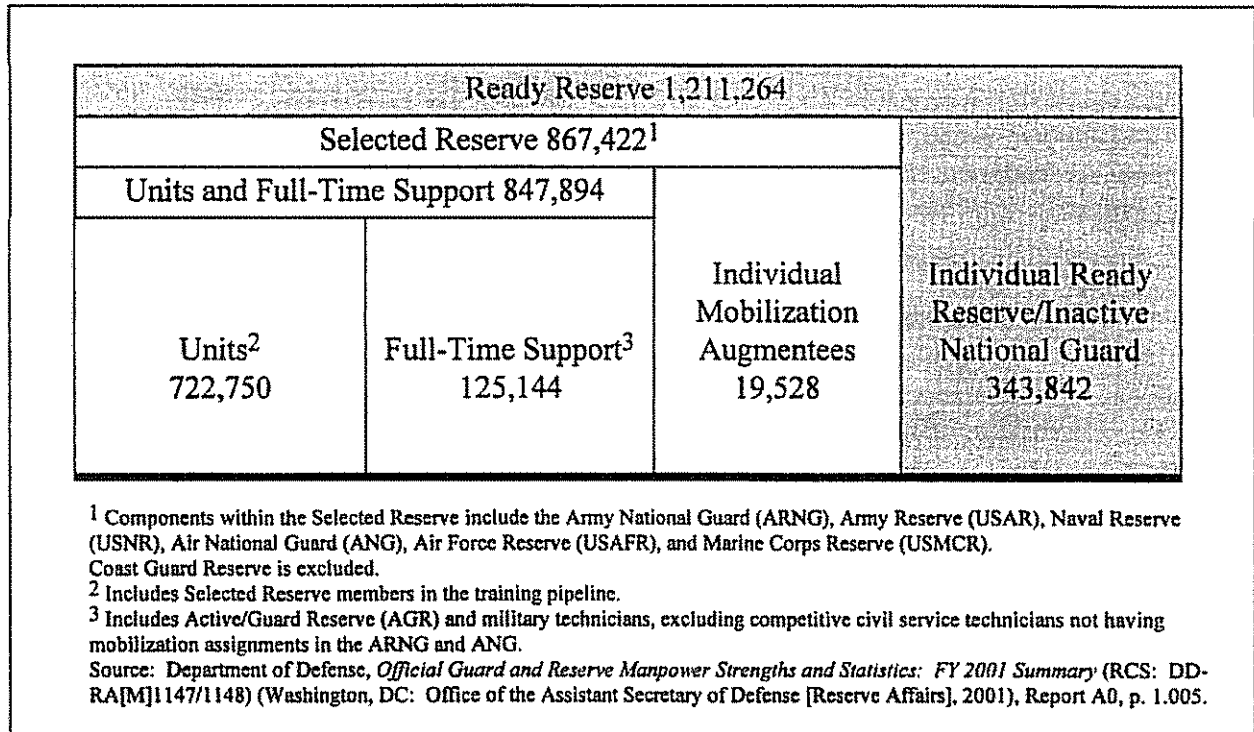


Figure 5.1. FY 2001 composition of the Selected Reserve within the Ready Reserve.

Of the 867,422 Selected Reserve members, 736,642 are enlisted, 119,803 are officers and the remaining 10,977 are Warrant Officers. The Selected Reserve includes three types of personnel: (1) those trained in units (including full-time support personnel) who are organized, equipped, and trained to perform wartime missions; (2) trained individuals (Individual Mobilization Augmentees [IMAs]) who provide wartime augmentation on or shortly after mobilization; and (3) those in the training pipeline.¹ Reservists and Guardsmen in the training pipeline may not deploy. Selected Reservists assigned to units and some IMAs train throughout the year. Selected Reserve units may be either operational or augmentation units. Operational units train and deploy as units; augmentation units train as units in peacetime, but are absorbed into Active Component units upon mobilization.

¹ Department of Defense, *Official Guard and Reserve Manpower Strengths and Statistics: FY 2001 Summary* (RCS: DD-RA[M]1147/1148) (Washington, DC: Office of the Assistant Secretary of Defense [Reserve Affairs], 2001), Report AO, p. 1.005.

The Selected Reserve Recruiting Process

The recruiting process is similar for the Reserve and Active Components.² With the exception of a number of Air National Guard (ANG) units, Reserve recruiters process their non-prior service (NPS) applicants through Military Entrance Processing Stations (MEPSs), following procedures almost identical to the Active Components.

Recruiters describe the demands and opportunities of military service, and evaluate prospective recruits to determine eligibility for enlistment. The prospect is asked about his or her age, education, involvement with the law, use of drugs, and physical and medical factors that could preclude enlistment. The prospect may take an enlistment screening test. Non-prior service prospects take the ASVAB at either a local test site or at a MEPS. If an NPS applicant achieves qualifying ASVAB scores and wishes to continue the application process, he or she is scheduled for a physical examination and background review at a MEPS. If the applicant's education, ASVAB scores, physical fitness, and moral character qualify for enlistment, he or she meets with a Service classification counselor at a MEPS (or in some instances at a National Guard unit) to discuss options for enlistment.

Up to this point, the applicant has made no commitment. The counselor has the record of the applicant's qualifications and computerized information on available training/skill openings, schedules, and enlistment incentives. They discuss the applicant's interests. The counselor may offer bonuses to encourage the applicant to choose hard-to-fill occupational specialties. The applicant, however, is free to accept or reject the offer. Many applicants do not decide immediately, but take time to discuss options with family and friends. When the applicant accepts the offer, he or she signs an enlistment contract and is sworn into a Reserve Component.

One of the most critical factors in achieving Reserve readiness is the ability to meet Selected Reserve manpower requirements—in numbers, skills, and quality. More than half (54 percent in FY 2001) of Selected Reserve accessions have prior service experience, primarily from active duty. However, a sizable proportion of new recruits enter the National Guard or Reserve without previous military affiliation. Recruiting must target both populations. Success in meeting recruiting and retention goals varies significantly from unit to unit. First, there are substantial differences in unit size; larger units require greater effort. Second, National Guard and Reserve units differ significantly in skills required. Third, National Guard and Reserve units exist in thousands of localities, and each locality presents a unique set of labor market characteristics. The size of the community, distinct demographic and socioeconomic profiles, the mix of skills in the local civilian labor force and among recent veterans, local civilian wage levels and hours worked, frequency and duration of employment, employer attitudes regarding National Guard or Reserve duty, attitudes toward the military, effect of recent mobilizations on enlistment, and other secondary job opportunities create recruiting and retention challenges for Selected Reserve units.

² For a description of NPS Selected Reserve recruiting, see Tan, H.W., *Non-prior Service Reserve Enlistments: Supply Estimates and Forecasts* (Santa Monica, CA: RAND Corporation, 1991).

The occupational distribution among the Active and Reserve Components varies (e.g., 5 percent of active Navy enlistees serve as craftsmen while 15 percent of Naval Reserve [USNR] members serve as craftsmen). Some units have to recruit more NPS individuals to fill unit vacancies. Another factor that can create large differences in manning success across skills is marketability, including civilian skill transferability, quality of training, equipment, and promotion opportunity.

The diversity of mission and force structure among the Reserve Components affects the demographic composition of units. For example, an Army National Guard or Reserve company with a combat mission may need a significantly higher proportion of young NPS accessions. Conversely, combat service support functions may require more experienced personnel and thus have greater proportions of prior service recruiting requirements. The population representation profiles of the Reserve Components are different from the Active Services due to a number of factors, such as the proportional distribution of individuals with particular skills, the location of units, and the proportion of members with prior service experience.

This chapter provides demographic characteristics and the distribution of FY 2001 enlisted accessions and the enlisted force of the Selected Reserve. Characteristics of Selected Reserve NPS accessions are described and, where applicable, are compared to prior service accessions. Characteristics and distribution of Selected Reserve officer accessions and the officer corps are contained in Chapter 6.

Characteristics of Selected Reserve Accessions

FY 2001 Reserve Component recruiting results for NPS and prior service gains and assigned end-strengths are shown in Table 5.1. In FY 2001, the Reserve Components recruited 156,428 enlisted persons compared to the Active Component's 182,976. The ARNG has the largest Reserve Component recruiting program, followed by the Army Reserve (USAR). The ARNG recruited 33,405 NPS enlistees, about 12,600 more than the USAR. The ARNG also recruited about 4,500 more prior service recruits than the USAR.

Selected Reserve recruiting achievements decreased by approximately 3,300 enlisted accessions from FY 2000 to FY 2001 (from 159,687 to 156,428). The USNR, ANG and USAFR experienced an increase in enlisted accession while all other components experienced a decrease.

Due to differences in mission and force structure, the size of recruit cohorts by component varied greatly. Therefore, comparisons between the Reserve Components percentages must be interpreted with care. The Army Components—the ARNG and USAR—had the largest Selected Reserve recruit cohorts, recruiting 71 percent of total Reserve Component accessions (39 and 32 percent for the ARNG and USAR, respectively) in FY 2001. The Naval Reserve (USNR) and Air Force Reserve (USAFR) had the highest proportion of prior service recruits (81 and 70 percent of their total recruiting efforts, respectively). The Marine Corps Reserve (USMCR) had the lowest proportion of recruits with past military experience (39 percent). Prior service accessions provide the Reserve Components with a more experienced personnel base, contributing to increased readiness to meet future missions.

Table 5.1. FY 2001 Selected Reserve Non-Prior Service (NPS) and Prior Service Enlisted Accessions and End-Strengths					
Components	Enlisted Accessions				Enlisted End-Strength
	Non-Prior Service	Prior Service	Total	Prior Service Percent of Components Total	
Army National Guard	33,405	28,942	62,347	46.4	315,250
Army Reserve	20,801	24,461	45,262	54.0	164,760
Naval Reserve	3,652	16,002	19,654	81.4	68,872
USMC Reserve	5,845	3,704	9,549	38.8	35,881
Air National Guard	5,844	5,198	11,042	47.1	95,060
Air Force Reserve	2,603	5,971	8,574	69.6	56,819
DoD Total	72,150	84,278	156,428	53.9	736,642
Also see Appendix Tables C-1 (NPS Age by Component and Gender), C-9 (Prior Service Age by Component and Gender), and C-15 (Enlisted Member Age by Component and Gender).					

The increase in availability of prior service recruits, a temporary phenomenon due to the larger number of active duty members leaving service during the drawdown, ended in the late 1990s. The result is fewer prior service individuals from which the Reserve Components can recruit. In fact, the more successful the Military Services are in retaining active duty members, the smaller the prior service pool becomes. Thus, the Reserve Components must recruit NPS individuals, in direct competition with the Active Components. The numerical effects of the drawdown, changes in the Reserve mission with increased combat risks due to an increased operating tempo (OpTempo), as well as quality of life and compensation issues have made Reserve recruiting difficult as we enter the 21st century. Potential recruits are likely to find combat risk, family hardships, and financial losses during a mobilization more important in the Reserve participation decision today and in the future."³

Age. The largest proportions of FY 2001 NPS Reserve Component accessions were in the 17- to 19-year age group (Table 5.2). The one exception to this trend was the USNR, which had 70 percent falling in the 25- to 34-year age group.

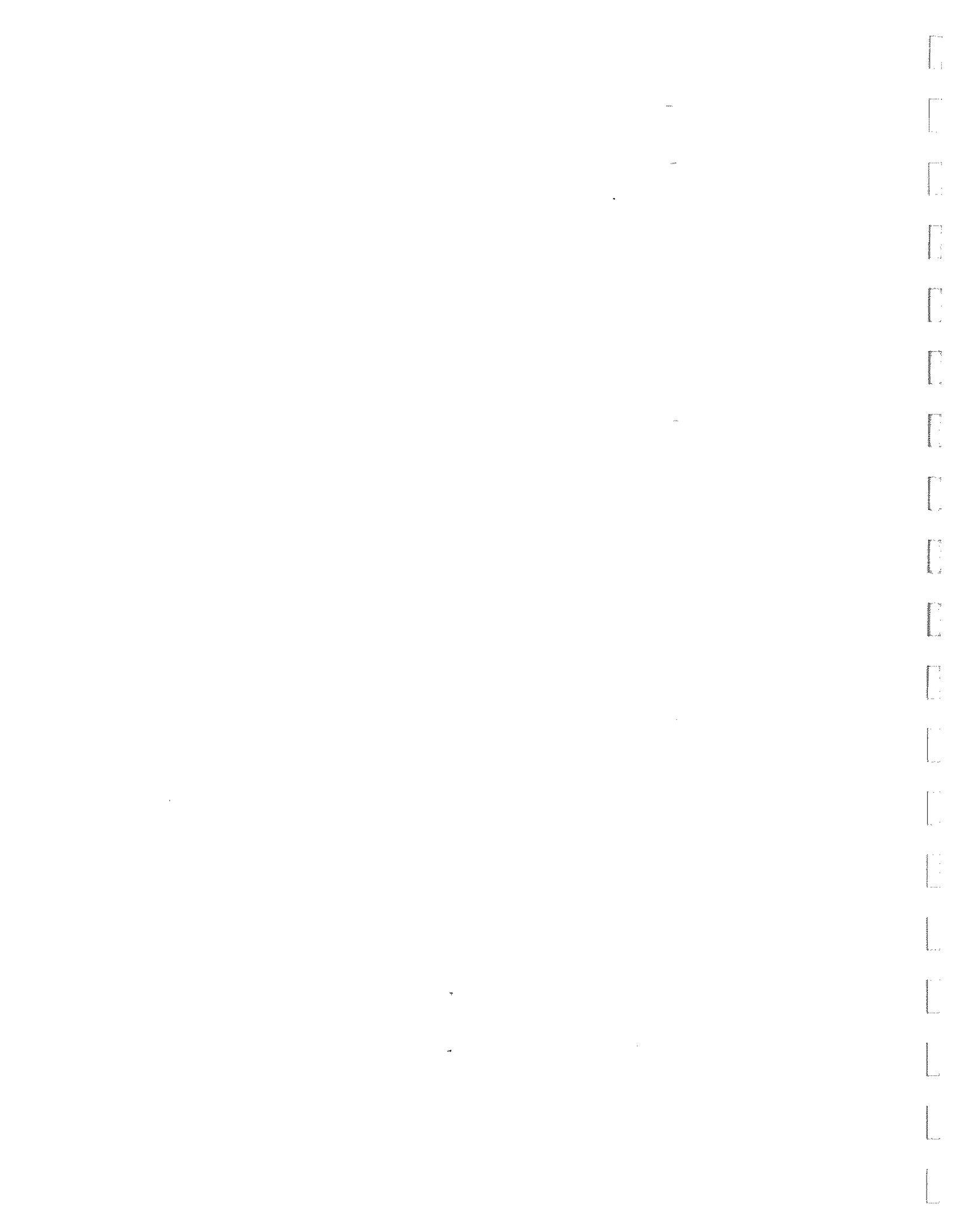
Several factors contribute to age differences within the Reserve Components, including the size of the recruiting mission and the incentives used by recruiters. ARNG and USAR recruiters work extensively with the high school population because of the size of their respective NPS recruiting missions. Although the high school senior market is their primary target, recruiters use the split training option as an important incentive. This option allows high school juniors to enlist and attend basic training after their junior year of high school, and then enter skill training a year later upon graduating from high school. In FY 2001, 27 percent of ARNG NPS recruits were students still enrolled in high school. This is a decrease of 13-percentage points from FY 2000. Thirteen percent of USAR NPS recruits were students still enrolled in high school.

³ Asch, B.J., *Reserve Supply in the Post-Desert Storm Recruiting Environment* (Santa Monica, CA: RAND Corporation, 1993), p. 5.

divisions. Differences at the state level were still larger, ranging from 39 percent in the District of Columbia to 69 percent in North Dakota.

The last column of Table 2.10 shows the mean AFQT score by each geographical area. Occasionally, interest has been expressed in using AFQT scores as an indicator of the performance of state educational systems. AFQT statistics are not particularly suitable for this purpose for several reasons. As a sample of youth in a state, ASVAB test-takers reflect a number of selection biases, the total effect of which is unknown. Those who take the test as part of the enlistment process exclude many students who intend to enroll in college, prospects who fail the enlistment screening test, and youth who do not have an interest in military enlistment. Therefore, youth who take the ASVAB should not be presumed to be representative of the communities or school systems from which they are drawn. Even without the biases, it would be difficult to determine how much the test scores reflect differences in school performance from state to state, or how much they reflect other state characteristics, such as social composition and economic conditions. In sum, while the ASVAB is an excellent instrument for the purposes for which it was designed, it does not provide valid state-by-state school performance data.

Nevertheless, AFQT scores by state may be of interest for purposes other than assessing school system performance. The AFQT figures in Table 2.10 reflect the mean AFQT percentile scores for accessions in each state. Percentiles displayed in Table 2.10 are all above 50 because low-scoring applicants are screened out.



in an area enlist in the military, while a ratio of more than 1.00 indicates above-average market penetration. The last two columns of the table present the percentages of high-quality accessions (high school graduates in AFQT Categories I-III A) and mean AFQT scores for each area.

Table 2.10. Selected Statistics for FY 2001 NPS Accessions by Region, Division, and State, and Civilians 18-24 Years Old						
CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18- to 24-Year- Olds	Representa- tion Ratio	Percent of High-Quality Accessions*	Mean AFQT Percentile Score
NORTHEAST REGION	25,298	14.0	17.3	0.8	57.1	59.0
<i>New England Division</i>	5,448	3.0	4.3	0.7	59.2	60.4
Maine	916	0.5	0.4	1.2	59.5	60.1
New Hampshire	668	0.4	0.4	0.9	64.4	63.8
Vermont	264	0.1	0.2	0.7	64.4	63.9
Massachusetts	1,967	1.1	2.1	0.5	58.6	60.1
Rhode Island	376	0.2	0.3	0.7	58.0	59.6
Connecticut	1,257	0.7	0.9	0.7	56.3	58.7
<i>Middle Atlantic Division</i>	19,850	11.0	13.0	0.8	56.5	58.6
New York	9,520	5.3	6.4	0.8	54.1	58.0
New Jersey	3,750	2.1	2.6	0.8	55.1	57.4
Pennsylvania	6,580	3.6	4.0	0.9	60.6	60.3
NORTH CENTRAL REGION	36,906	20.4	22.6	0.9	60.5	60.4
<i>East North Central Division</i>	26,228	14.5	15.9	0.9	59.9	60.1
Ohio	7,251	4.0	3.9	1.0	60.3	60.4
Indiana	3,579	2.0	1.9	1.0	63.6	61.4
Illinois	7,112	3.9	4.6	0.9	56.4	58.5
Michigan	5,496	3.0	3.5	0.9	58.9	59.7
Wisconsin	2,790	1.5	1.9	0.8	65.0	62.4
<i>West North Central Division</i>	10,678	5.9	6.7	0.9	62.2	61.3
Minnesota	1,944	1.1	1.7	0.6	62.2	62.5
Iowa	1,401	0.8	1.0	0.8	66.5	62.7
Missouri	3,630	2.0	1.9	1.1	59.2	59.8
North Dakota	379	0.2	0.2	0.9	69.9	63.9
South Dakota	583	0.3	0.3	1.2	62.4	61.0
Nebraska	1,085	0.6	0.7	0.9	64.2	61.2
Kansas	1,656	0.9	1.0	0.9	61.7	61.2
SOUTH REGION	77,565	42.9	35.1	1.2	55.8	57.8
<i>South Atlantic Division</i>	38,220	21.1	17.2	1.2	56.1	57.8
Delaware	443	0.2	0.3	0.9	57.8	58.8
Maryland	3,643	2.0	1.7	1.2	58.0	57.9
District of Columbia	203	0.1	0.2	0.5	38.9	53.1
Virginia	5,363	3.0	2.1	1.4	55.5	58.6
West Virginia	1,321	0.7	0.7	1.1	52.2	56.6
North Carolina	5,432	3.0	2.6	1.2	57.9	58.4
South Carolina	3,485	1.9	1.3	1.5	52.5	55.7
Georgia	5,909	3.3	3.0	1.1	53.5	56.8
Florida	12,421	6.9	5.3	1.3	58.0	58.5
<i>East South Central Division</i>	12,119	6.7	6.3	1.1	53.3	56.9
Kentucky	2,259	1.2	1.4	0.9	55.6	58.0
Tennessee	3,505	1.9	2.1	0.9	56.8	59.1
Alabama	4,054	2.2	1.8	1.2	52.2	56.3
Mississippi	2,301	1.3	1.0	1.3	47.5	53.7

(Continued)

Table 2.10. Selected Statistics for FY 2001 NPS Accessions by Region, Division, and State, and Civilians 18–24 Years Old (Continued)						
CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18- to 24-Year- Olds	Represent- ation Ratio	Percent of High-Quality Accessions*	Mean AFQT Percentile Score
SOUTH REGION (continued)						
<i>West South Central Division</i>	27,226	15.0	11.6	1.3	56.5	58.1
Arkansas	2,088	1.2	1.0	1.2	53.8	56.8
Louisiana	4,159	2.3	1.8	1.3	50.4	54.6
Oklahoma	2,936	1.6	1.3	1.3	56.2	58.6
Texas	18,043	10.0	7.6	1.3	58.2	59.0
WEST REGION	41,198	22.8	25.0	0.9	58.3	59.5
<i>Mountain Division</i>	13,574	7.5	7.0	1.1	58.8	60.4
Montana	1,084	0.6	0.3	1.9	61.2	62.0
Idaho	1,134	0.6	0.5	1.2	61.2	62.6
Wyoming	500	0.3	0.2	1.7	63.8	62.2
Colorado	2,674	1.5	1.7	0.9	60.3	61.9
New Mexico	1,784	1.0	0.6	1.6	52.0	56.5
Arizona	3,745	2.1	2.1	1.0	58.3	59.8
Utah	1,070	0.6	1.0	0.6	62.4	61.6
Nevada	1,583	0.9	0.6	1.4	57.5	59.8
<i>Pacific Division</i>	27,624	15.3	18.1	0.8	58.0	59.0
Washington	4,241	2.3	2.3	1.0	61.4	62.9
Oregon	2,519	1.4	1.1	1.2	60.6	62.4
California	19,457	10.8	14.0	0.8	56.9	57.7
Alaska	638	0.4	0.2	1.5	63.2	62.9
Hawaii	769	0.4	0.4	1.0	55.3	55.4
Total (50 STATES + D.C.)	180,967**	100.0	100.0	1.0	57.5	58.9
Columns may not add to total due to rounding.						
* High-quality accessions are high school graduates who score at or above the 50 th percentile on the AFQT. This column is the number of high-quality accessions in area divided by the total number of accessions in area.						
** Does not include 2,009 recruits from the territories and unknowns.						
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000 – September 2001.						

The South region had the greatest ratio of enlistees (1.2). The West South Central division had the strongest representation (1.3). The Northeast region had a representation ratio of 0.8 and the North Central and West regions had ratios of 0.9.

Slightly more than half of the states had representation ratios of 1.0 or more. These included: Maine in the Northeast; Ohio, Indiana, Missouri, and South Dakota in the North Central; all states except Utah, Colorado, and California in the West; and all states except Kentucky, Tennessee, Delaware, and the District of Columbia in the South. Among all states, the ratios ranged from a low of 0.5 in Massachusetts and the District of Columbia to a high of 1.9 in Montana.

The sixth column of Table 2.10 shows the proportion of high-quality accessions by geographical area. There were only minor differences by region in FY 2001. The proportion of high-quality accessions by region ranged from a low of 56 percent in the South to a high of 61 percent in the North Central region. Differences across divisions were somewhat larger. Approximately 9 percentage points separated the East South Central and West North Central

Table 5.2. FY 2001 Selected Reserve Non-Prior Service Enlisted Accessions, by Age and Component, and Civilian Labor Force 17-35 Years Old (Percent)								
Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	17- to 35-Year-Old Civilians
17-19	66.3	67.2	1.1	67.5	57.2	47.0	61.9	16.8
20-24	23.0	24.1	3.5	26.7	30.2	34.6	23.6	26.0
25-29	6.4	6.1	36.7	4.8	8.2	11.6	8.0	24.4
30-34	2.7	2.4	32.6	0.9	4.0	5.4	4.2	27.0
35-39	0.9	0.1	23.2	0.0	0.3	0.6	1.7	5.8
40-44	0.1	0.0	1.7	0.0	*	0.3	0.2	
45-49	0.1	*	0.8	0.0	0.0	0.3	*	
50+	0.1	0.0	0.4	0.0	*	0.1	*	
Unknown	0.5	0.0	*	*	*	0.0	0.2	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.								
* Less than one-tenth of one percent.								
Also see Appendix Tables C-1 (Age by Component and Gender) and C-2 (Age by Marital Status and Gender).								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000- September 2001.								

Race/Ethnicity. Table 5.3 presents the racial/ethnic makeup of FY 2001 NPS enlisted accessions by Selected Reserve Components. These figures are similar to those seen in FY 2000, except for the USAFR where the proportion of white NPS accessions have increased by 5 percent. For the ARNG there has been an increase in black NPS accessions from 15 percent in FY 2000 to almost 18 percent in FY 2001. For the USAFR, the proportion of Blacks, Hispanics and Other NPS accessions have decreased by 2, 3 and 1 percent respectively since FY 2000. This decrease in minorities is also true for ARNG prior service accessions. There has been an increase in White prior service accessions in the ARNG from 68 percent in FY 2000 to 76 percent in FY 2001. Subsequently, Black prior service accessions for the ARNG decreased by just over 8 percent in FY 2001.

Since the inception of the All Volunteer Force, Blacks have been somewhat overrepresented in the active duty ranks, while Whites and Hispanics have been underrepresented as compared to the nation's youth population as a whole. We would expect this to be reflected in the makeup of the Reserve Forces. Table 5.3, however, demonstrates that in the ARNG and ANG, the proportion of prior service Black accessions is lower compared to their representation among the 20- to 39-year-old civilian labor force, the comparable civilian group. In the other components the proportion of prior service Black accessions is higher than in the civilian labor force. Hispanics are underrepresented across the board, with the exception of the USMCR's prior service recruits. In previous years, Whites also have made up a smaller proportion of Reserve accessions than of the comparison group. However, since FY 2000, the proportion of NPS White accessions in the ARNG, USMCR, and ANG was higher than in the civilian comparison groups. Prior service White accessions in the ARNG, USNR, ANG, and USAFR are also higher than in the civilian comparison group.

**Table 5.3. FY 2001 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions,
by Race/Ethnicity, and Civilians (Percent)**

Race/ Ethnicity	Army National Guard ¹	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians*
NON-PRIOR SERVICE								
White	70.6	57.6	59.8	69.2	76.9	59.4	66.3	64.8
Black	17.8	23.8	20.5	10.8	11.0	27.6	18.9	14.3
Hispanic	7.1	11.9	12.2	14.4	5.3	5.5	9.1	15.6
Other	4.6	6.7	7.5	5.5	6.8	7.6	5.7	5.3
PRIOR SERVICE								
White	75.6	53.2	68.9	64.3	75.9	70.3	67.0	67.5
Black	11.7	26.5	16.9	13.7	12.0	17.0	17.5	13.0
Hispanic	7.6	8.7	8.7	16.1	6.4	7.2	8.4	14.2
Other	5.1	11.5	5.5	5.9	5.7	5.5	7.1	5.3
TOTAL ACCESSIONS								
White	72.9	55.2	67.2	67.3	76.5	67.0	66.7	
Black	14.9	25.3	17.6	11.9	11.5	20.2	18.1	
Hispanic	7.3	10.2	9.3	5.8	5.8	6.7	8.7	
Other	4.8	9.3	5.8	5.7	6.3	6.1	6.5	

Columns may not add to total due to rounding.

* NPS civilian comparison is 18- to 24-year-old civilians; prior service civilian comparison is 20- to 39-year-old civilian labor force.

¹Army National Guard data provided by Reserve Component Accession Policy. Data presented in this table may differ slightly from the data shown in appendix tables that are taken from DMDC's RCCPDS File.

Also see Appendix Tables C-3 (NPS Race/Ethnicity by Component and Gender) and C-11 (Prior Service Race/Ethnicity by Component and Gender).

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000 – September 2001.

Across the Reserve Components, among female accessions the proportion of Black women was 24 and 30 percent for NPS and prior service, respectively. Among males recruits, Black men, although more numerous than Black women, accounted for only 11 and 15 percent of NPS and prior service accessions, respectively (see Appendix Tables C-3 and C-11). The USAFR had the highest proportion of Black female NPS recruits (38 percent) while the USAR had the highest proportion of Black female prior service recruits (42 percent).

Gender. The proportion of Selected Reserve accessions in FY 2001 who were women was slightly greater (20 percent) than in the Active Components (18 percent). Table 5.4 reflects the gender percentages for NPS and prior service accessions by Component. The USAR and USAFR had the highest proportion of female accessions in the Selected Reserve (26 and 29 percent, respectively), while the USMCR had the lowest (5 percent). With the exception of the USMCR, the proportion of prior service female recruits was lower than NPS female recruits.

Marital Status. Approximately 9 percent of FY 2001 Selected Reserve NPS enlisted accessions were married (Table 5.5). The marriage rates of prior service recruits look markedly different, with 44 percent married. The FY 2001 prior service cohort, predominantly those leaving active duty enlisted service who chose to affiliate with the Reserves, were slightly less likely to be married than active duty enlisted members (48 percent). Also, prior service Reserve recruits were less likely to be married than their civilian counterparts, 20- to 39-year-old civilians

in the labor force (50 percent). Among FY 2001 prior service Reserve accessions, a somewhat larger proportion of males were married than females (45 and 39 percent, respectively).

Table 5.4. FY 2001 Selected Reserve Non-Prior Service and Prior Service Accessions, by Gender (Percent)						
Components	Non-Prior Service		Prior Service		Total	
	Males	Females	Males	Females	Males	Females
Army National Guard	77.8	22.2	88.9	11.1	83.0	17.0
Army Reserve	68.5	31.5	77.9	22.1	73.6	26.4
Naval Reserve	67.7	32.3	83.1	16.9	80.3	19.7
USMC Reserve	95.4	4.6	94.0	6.0	94.9	5.1
Air National Guard	74.3	25.7	81.5	18.5	77.7	22.3
Air Force Reserve	62.5	37.5	75.0	25.0	71.2	28.8
DoD Total	75.2	24.8	83.4	16.6	79.6	20.4
Also see Appendix Tables C-1 (NPS Age by Component and Gender) and C-9 (Prior Service Age by Component and Gender).						

Table 5.5. FY 2001 Married Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions and Active Component Non-Prior Service Enlisted Accessions and Enlisted Members, by Gender, and Civilians (Percent)						
Gender	Non-Prior Service Reserve Accessions	Civilians, 17-35 Years Old	Prior Service Reserve Accessions	Civilian Labor Force, 20-39 Years Old	Non-Prior Service Active Component Accessions	Active Component Enlisted Members
Male	8.3	34.0	44.5	49.9	8.0	49.6
Female	10.1	40.4	38.7	49.0	11.6	40.1
Total	8.8	37.3	43.5	49.5	8.7	48.2
Also see Appendix Tables B-2 (NPS Active Component Enlisted Accession by Age, Marital Status and Gender), B-24 (Active Component Enlisted Members by Age, Marital Status, and Gender), C-2 (NPS Age by Marital Status and Gender), and C-10 (Prior Service Age by Marital Status and Gender).						
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000 – September 2001.						

Education. More Selected Reserve NPS recruits completed high school than was the case for their civilian peers (Table 5.6). Approximately 99 percent of FY 2001 Selected Reserve NPS accessions were in Tiers 1 (high school graduates) and 2 (alternative credentials), compared to 79 percent of 18- to 24-year-old civilians. In the Army Reserve, 90 percent of NPS enlistees were high school diploma graduates. This is an increase of 7 percentage points from FY 2000. Excluding those enlisted under the GED+ program, the USAR recruited 99 percent in Tier 1.

College experience refers to individuals who have completed at least one semester in junior college or a 4-year institution. The USNR had, by far, the highest proportion of accessions with college experience (26 percent), in part, due to college credit earned through the Navy's Tech Prep partnerships with selected community colleges. Tech Prep is a federally-funded educational program providing technical career training and job placement. The Navy has agreements with a number of community colleges that in turn work with feeder high schools.

Qualified, interested students sign up while in their junior or senior year of high school. They complete college credit Tech Prep courses during high school. After graduation, they attend two semesters at a local community college while in the Navy's delayed entry program. Following recruit training, the enlistees complete technical training courses provided by the Navy; the community college counts the Navy training toward the requirements for an associates degree.

The percentage of 18- to 24-year-old civilians with college experience is much greater than even the 26 percent in the Naval Reserve. Since most enlisted occupations are generally comparable to civilian jobs not requiring college education, this should not be surprising.

Table 5.6: FY 2001 Selected Reserve Non-Prior Service Enlisted Accessions, by Education Tier and Component, and Civilians 18-24 Years Old (Percent)								
Education Tier	Army National Guard ¹	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18- to 24-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher**	86.0	90.0 (99.3***)	97.5	96.9	80.7	94.2	88.5 (91.0***)	79.1
Tier 2: GED, Alternative Credentials	12.5	8.5	0.8	3.0	17.4	2.2	10.0	
Tier 3: No Credentials	1.4	1.6	1.7	0.1	1.9	3.7	1.5	20.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1) ²	2.8	5.5	25.6	3.1	6.4	3.8	5.1	46.7
Columns may not add to total due to rounding. *Civilian percentages combine Tiers 1 and 2. **Tier 1 includes members still in high school. ***Tier 1 data excluding GED+ participants from total accessions. GED+ is an experimental program enlisting up to 2,000 USAR applicants with a GED or no credential who have met special screening criteria for enlistment. ¹ Army National Guard and Army Reserve data provided by Reserve Component Accession Policy. Data presented in this table may differ slightly from the data shown in appendix tables that are taken from DMDC's RCCPDS File. ² These military data represent only Selected Reserve NPS enlisted accessions. Officers, who usually have college degrees, are not included. See Chapter 6 for a discussion of Reserve officers. Also see Appendix Tables C-7 (Education by Component and Gender) and C-8 (Education by Component and Race/Ethnicity). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000 – September 2001.								

AFQT. FY 2001 Selected Reserve NPS accessions are compared with civilian youth by AFQT category, gender, and Reserve Components in Table 5.7. The percentage of Reserve male recruits who scored in AFQT Categories I to IIIA was greater than for comparable civilians (56 versus 54 percent). Sixty-one to 76 percent of ARNG and USMCR NPS male accessions were in AFQT Categories I through IIIA, compared to 54 percent in the civilian group. A higher percentage of ARNG, USAR, USMCR, and ANG NPS female recruits scored in AFQT categories I-III A (55, 50, 78 and 50 percent, respectively) compared to 49 percent in the comparable female civilian group.

Table 5.7. FY 2001 Selected Reserve Non-Prior Service Enlisted Accessions, by AFQT Category, Gender, and Component (Percent)							
AFQT Category	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
I-III A	60	66	73	76	79	73	64
IIIB	39	33	27	24	22	27	34
IV	1	2	0	0	0	0	1
Total	100	100	100	100	100	100	100

Columns may not add to total due to rounding.
 Also see Appendix Tables C-5 (AFQT by Component and Gender) and C-6 (AFQT by Component and Race/Ethnicity).
 Source: Service data from OUSD(MPP)/Accession Policy have been reviewed and updated by the Services for official submission. Data presented in this table may differ slightly from the data shown in appendix tables that are taken from DMDC's RCCPDS File. The 1980 civilian comparison group distribution for the total population (males and females) is 7 percent in Category I, 28 percent in Category II, 15 percent in Category IIIA, 19 percent in Category IIIB, 21 percent in Category IV, and 10 percent in Category V. Civilian data from the *Profile of American Youth* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Characteristics of the Selected Reserve Enlisted Force

Reserve Component forces perform a variety of important missions in the event of a national emergency and assist the Active Components in meeting their operating requirements. Figure 5.2 shows the Selected Reserve enlisted end-strengths for FYs 1974 to 2001.

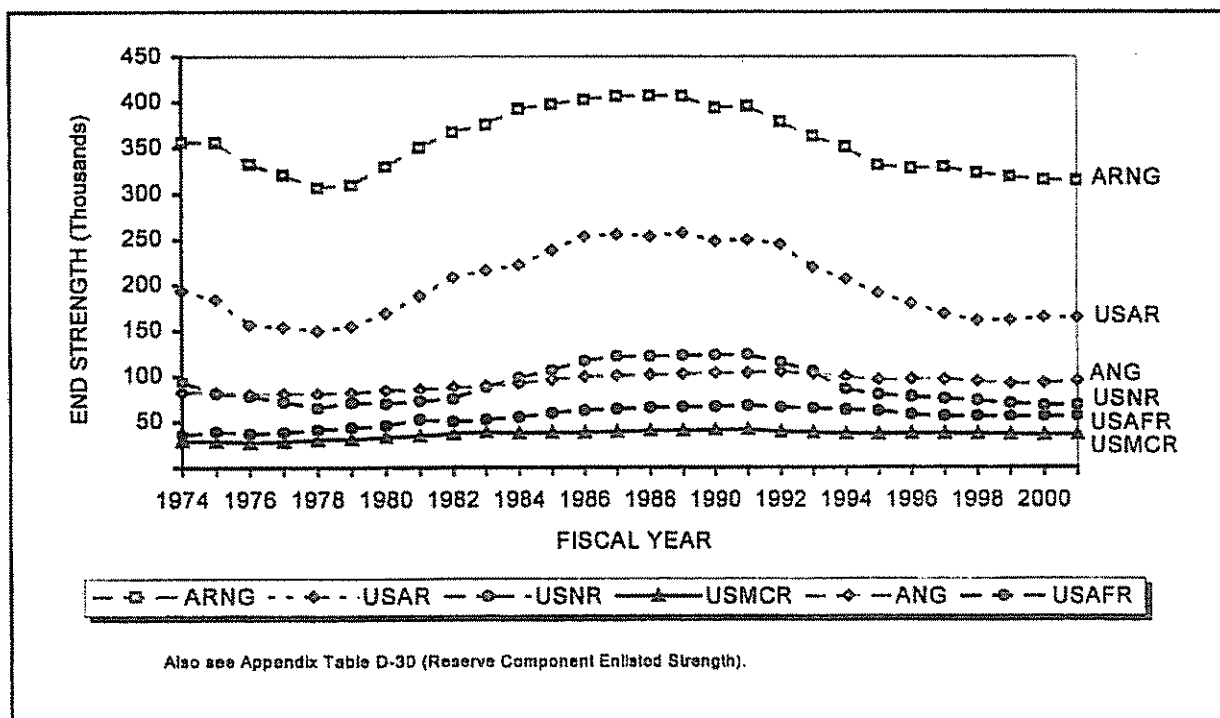


Figure 5.2. Reserve Component enlisted end-strength, FYs 1974–2001.

Age. Substantive differences exist among the Reserve Components in the proportion of enlisted members in various age groups, as shown in Table 5.8. The Air Force Reserve Components (ANG and USAFR) have the "oldest" members with 33 and 37 percent, respectively, of enlisted members 40 years of age or older. These proportions are strikingly different from the Active Components and other Reserve Components. For example, only 3 percent of USMCR enlisted members are 40 or older.

Table 5.8. FY 2001 Selected Reserve Enlisted Members, by Age and Component, and Civilian Labor Force Over 16 Years Old (Percent)								
Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians
17-19	11.3	12.8	1.0	13.2	4.7	2.3	9.2	4.6
20-24	22.9	23.8	7.3	51.3	13.5	9.0	20.8	10.4
25-29	16.0	15.4	18.0	19.5	13.4	12.5	15.6	10.5
30-34	14.6	13.7	25.7	8.4	16.6	17.5	15.6	11.6
35-39	13.4	13.3	24.3	4.7	18.8	21.7	15.3	12.8
40-44	9.2	9.7	13.3	1.9	13.3	15.5	10.3	13.7
45-49	5.5	5.5	6.1	0.6	8.4	9.9	6.0	12.3
50+	7.2	5.5	4.4	0.4	11.3	11.6	7.1	24.1
Unknown	*	0.3	*	*	0.0	0.0	0.1	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.								
* Less than one-tenth of one percent.								
Also see Appendix Table C-15 (Age by Component and Gender).								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.								

Age differences among the Components result from diverse mission requirements and retention. The mission drives the NPS/prior service mix in each of the Reserve Components. For example, the labor-intensive requirements of infantry and other ground combat units usually mandate the need for younger individuals, while equipment-intensive requirements demand more formal training. Normally, longer training periods result in the Services seeking recruits for longer terms of enlistment or maintaining a force with greater experience. Individuals in equipment-intensive or high-technology fields, such as those found more often in the USNR, ANG, and USAFR, usually are more experienced, and therefore older.

Race/Ethnicity. As shown in Table 5.9, the proportion of minority Servicemembers varies by Reserve Component. The proportion of Blacks is higher than in the comparable civilian group (18 and 12 percent, respectively), but lower than in the Active Components (22 percent). The USAR has the largest proportion of Blacks (28 percent), while the ANG has the lowest (10 percent). The USMCR has the greatest proportion of Hispanic members (15 percent) and the greatest proportion of "Other" racial minorities (7 percent). The ANG and USAR are close behind with 6 percent each of "Other" racial minorities. All of these percentages are very similar to those of FY 2000.

Reading Ability. Because reading requirements for many military occupations are substantial, reading ability of recruits is important. The reading grade level (RGL) is estimated by converting the ASVAB verbal composite score to its RGL equivalent.³⁷ Table 2.9 shows that the mean RGL for FY 2001 recruits was at a level that would be expected of an 11th grade student, compared to 10th grade level for the average FY 1984 accession.

Table 2.9: Mean Reading Grade Level of FY 1984–2001 Active Component NPS Accessions, By Service, and 1980 Civilians 18–23 Years Old						
Fiscal Year	Army	Navy	Marine Corps	Air Force	DoD	1980 Civilian Youth Population
1984	10.0	10.2	9.8	10.5	10.1	10.3
1985	10.6	10.5	10.1	10.8	10.6	
1986	11.2	11.0	11.1	11.4	11.1	
1987	11.2	11.1	11.2	11.6	11.2	
1988	11.2	11.1	11.2	11.5	11.2	
1989	11.1	11.0	11.2	11.4	11.2	
1990	11.2	11.1	11.2	11.7	11.3	
1991	11.4	11.0	11.3	11.7	11.3	
1992	11.5	11.4	11.3	11.7	11.5	
1993	11.5	11.5	11.2	11.8	11.5	
1994	11.4	11.3	11.2	11.7	11.4	
1995	11.3	11.3	11.2	11.7	11.4	
1996	11.3	11.3	11.1	11.7	11.4	
1997	11.2	11.2	11.1	11.6	11.3	
1998	11.2	11.2	11.1	11.5	11.2	
1999	11.0	11.1	11.1	11.2	11.1	
2000	11.1	11.0	11.0	11.2	11.1	
2001	11.1	11.1	11.1	11.3	11.1	
Source: 1980 civilian youth population data from the <i>Profile of American Youth</i> (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982); and Waters, et al., <i>Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table</i> (Alexandria, VA: Human Resources Research Organization, October 1988).						

Differences in RGL were relatively small in FY 2001, with mean RGLs ranging from 11.1 for the Army, Navy, and Marine Corps to 11.3 for the Air Force. The 1980 nationally representative sample of 18- to 23-year-olds, on whom ASVAB scores are based, read at a mean 10th grade level.

Geography. The percentages of recruits from some census regions of the United States have remained fairly stable since the inception of the volunteer force. However, as Figure 2.10 illustrates, substantial shifts have taken place in other regions. The percentage of accessions from the Northeast dropped 8 points from a high of 22 percent in FY 1977 to a low of less than

³⁷ See Waters, B.K., Barnes, J.D., Foley, P., Steinhaus, S.D., and Brown, D.C., *Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table* (Alexandria, VA: Human Resources Research Organization, October 1988).

14 percent in FY 2001. The proportion of accessions from the South increased 9 percentage points from 34 percent in FY 1985 to 43 percent in FY 1995. In FY 2001, 42 percent of new recruits were from the South.

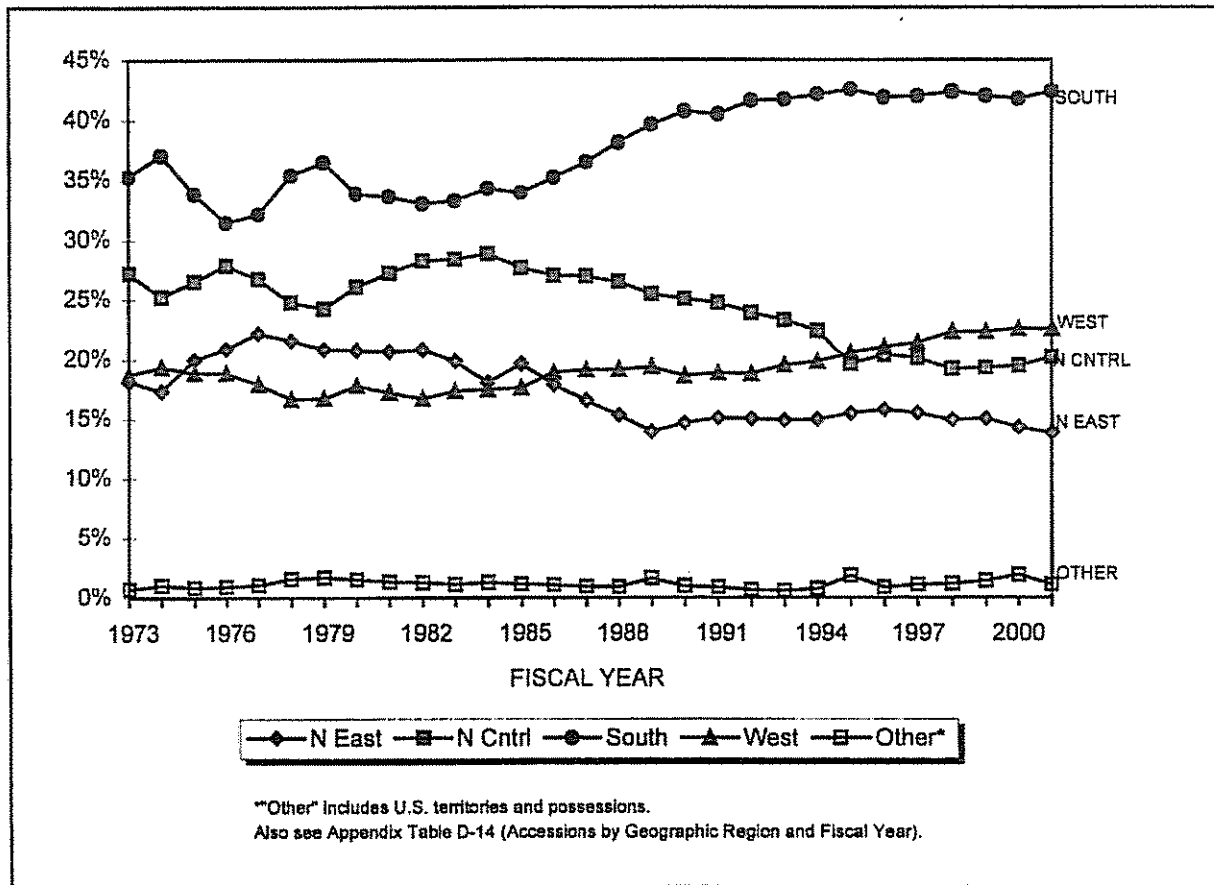


Figure 2.10. NPS accessions by geographic region, FYs 1973–2001.

Changes in geographical representation are related to factors such as shifts in demographic patterns, unemployment, college enrollment, and employment compensation rates, which vary widely across regions of the country.³⁸ Obviously, no one factor can explain variations in enlistment rates between different sections of the country; they are more likely attributable to a wide array of economic, social, and demographic factors.

Table 2.10 presents FY 2001 accession statistics by geographic region, division, and state. The third and fourth columns show percentages of accessions and percentages of the 18- to 24-year-old civilian population, respectively, in each area. The fifth column presents military/civilian representation ratios—the percentage of enlisted accessions divided by the percentage of civilians in each area. A representation ratio of 1.00 means that the area has the same proportion of accessions as of the youth population—for example, 8 percent of all recruits and 8 percent of all youth aged 18–24. A ratio of less than 1.00 means that relatively few youth

³⁸ Kostiuk, P.F., *Geographic Variations in Recruiting Market Conditions* (Alexandria, VA: Center for Naval Analyses, 1989).

Chapter 3

ACTIVE COMPONENT ENLISTED FORCE

At the end of Fiscal Year 2001, enlisted force end-strength was virtually the same as FY 2000 at 1.15 million. Enlisted end-strength dropped each year between FYs 1987 and 1999. The Active Components counted 1.85 million enlisted members in FY 1987, more than in any year since FY 1974. End-strength reached a low point in FY 1999 (1.151 million) with a marginal increase to 1.154 million in FY 2000, and 1.153 in FY 2001. Figure 3.1 displays trend lines by Service for the active duty enlisted force size since FY 1973, and Appendix Table D-15 provides end-strength data by year and by Service for FYs 1964 and 1973 through 2001.

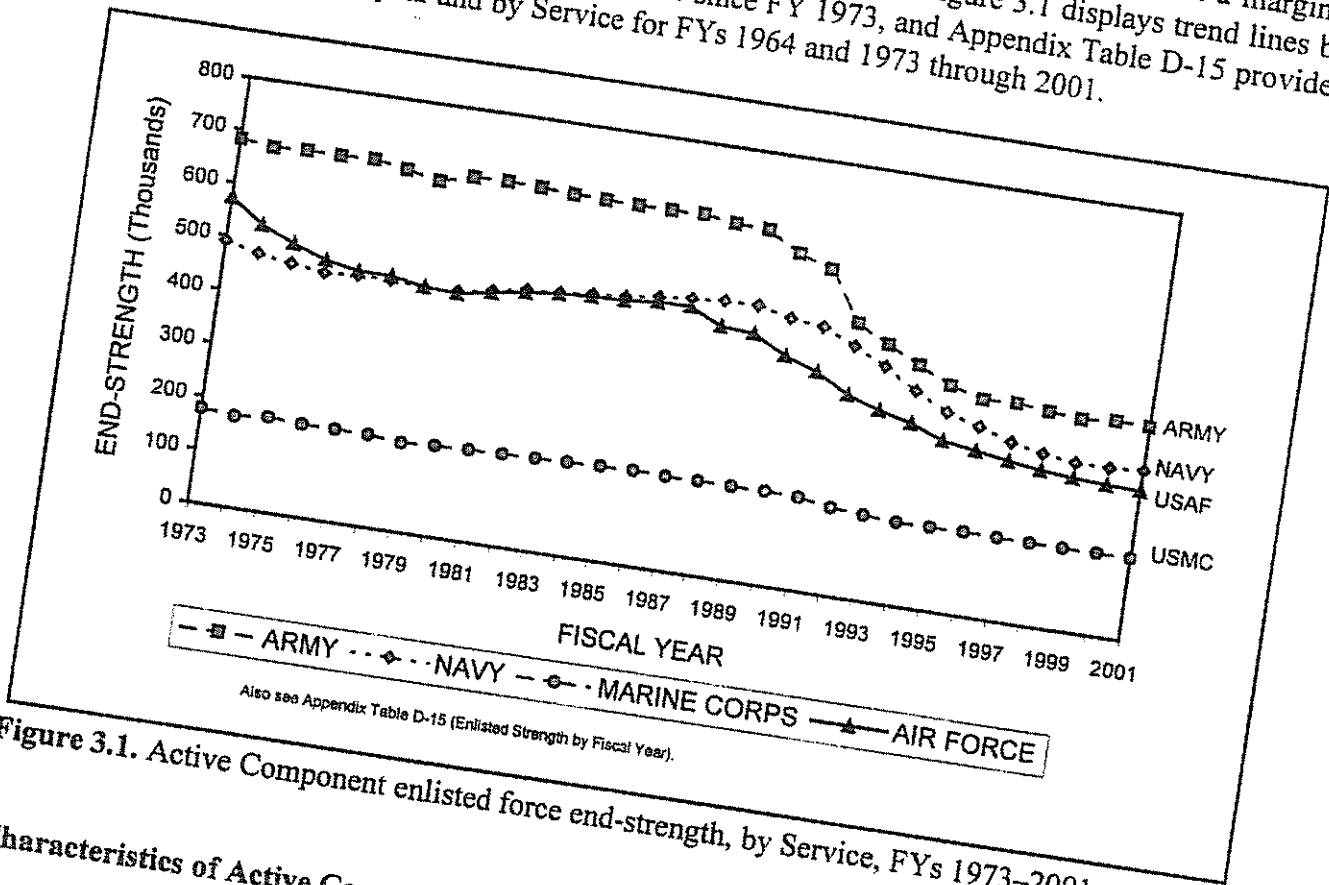


Figure 3.1. Active Component enlisted force end-strength, by Service, FYs 1973–2001.

Characteristics of Active Component Enlisted Force

Age. Trained person-years are equal in importance to aggregate end-strength when evaluating personnel readiness. Greater proportions of trained person-years reduce training costs and enable the Services to cut recruiting objectives. To gain increased person-years with the same number of Servicemembers, DoD and Service planners increase the mean initial term of enlistment and restructure the mix of first-term and career force personnel.

The mean number of months in service per enlisted Servicemember is highlighted in Figure 3.2. Mean time in service rose from 75 months in FY 1987 to 90 months in FY 1996 and then dropped slightly to 84 months in FY 2001. Although the cumulative effect of various policies put in place since the early 1980s resulted in an increase in the mean age of the Services' enlisted force from 25 years old in FY 1980 to a peak of almost 27 and a half years old in FYs

1996 and 1997, current retention problems have led to a slight decrease in mean age and time in service during the last few years. The current mean age of the Services' enlisted force is almost exactly 27 years old.

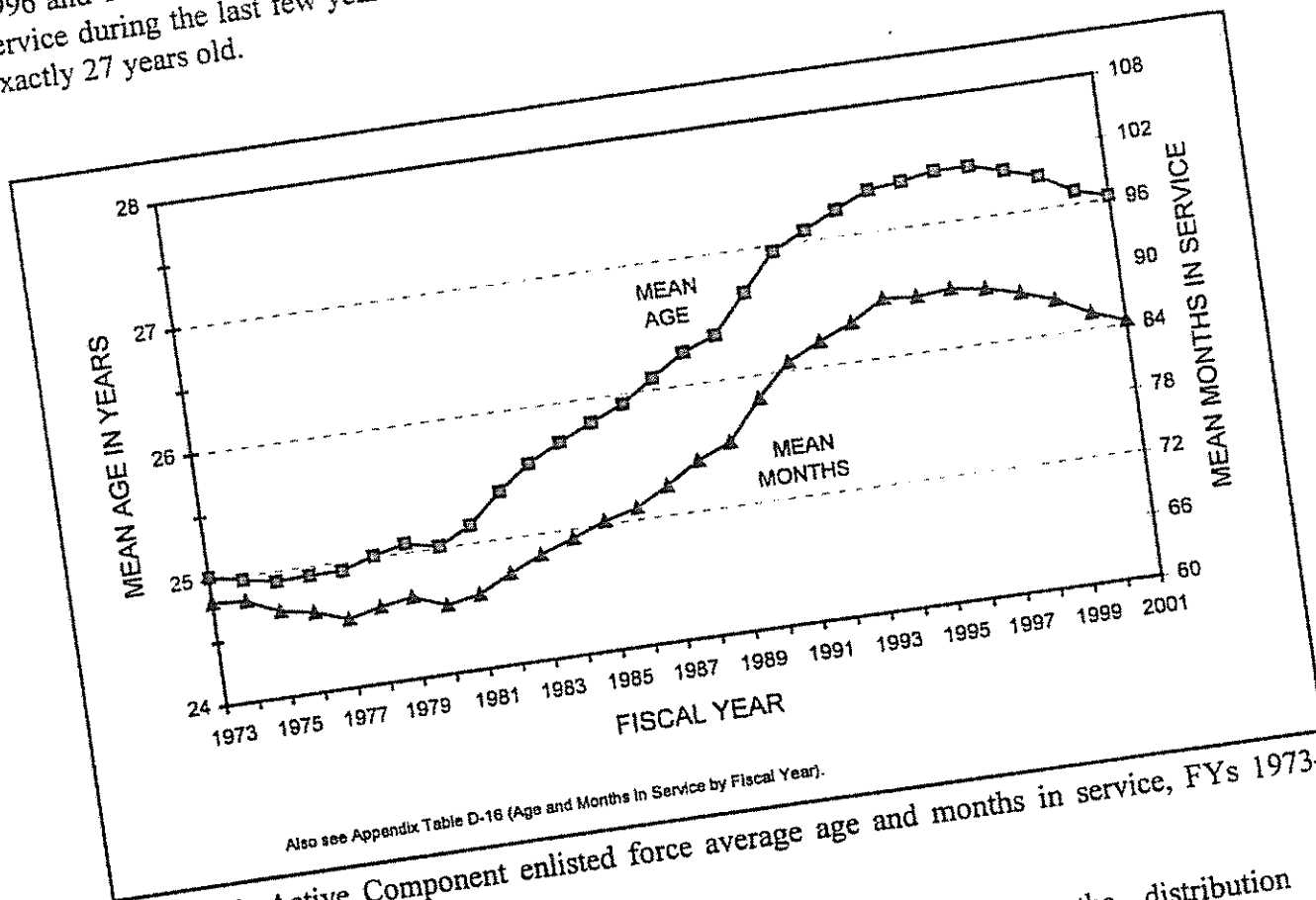


Figure 3.2. Active Component enlisted force average age and months in service, FYs 1973-2001.

Force structure, retention, and personnel policies govern the distribution of Servicemembers by occupation and grade. These factors have resulted in an overall DoD force profile wherein approximately half the force (51 percent) has less than 6 years of service, with slightly less than half (45 percent) having 6 to 19 years, and 4 percent having more than 20 years.¹ Pay grade and time in service are highly correlated. Paralleling the years in service data, pay grade distributions include slightly more than half of the enlisted force in pay grades E1 through E4 (54 percent) and slightly less than half in pay grades E5 through E9 (46 percent), as shown in Table 3.1. Progression from E1 and E2 (trainees) to E3 occurs quickly; consequently, relatively few enlisted members are in pay grades E1 and E2 (15 percent). Nearly three-quarters (73 percent) of the enlisted force are in pay grades E3 through E6. Service differences primarily are the result of retention trends as well as the force structure and personnel requirements needed to support Service-unique roles and missions. Thus, time in service and pay grade data should be interpreted cautiously.

¹ See Timenes, N., Jr., *Force Reductions and Restructuring in the United States*, presented to NATO Seminar on Defense Policy and Management, Brussels, Belgium, July 2, 1992. The derived force was based on the distribution by years of service from FY 1987 through FY 1989—a period of stable funding preceding the

virtually no role. Consequently, the gender structure of the career force is shaped primarily by the proportion of females recruited. Fourth, women leave the Services at a higher rate than men. Thus, the percentage of women in the military may not change much from current levels unless there are significant increases in female recruiting or retention.

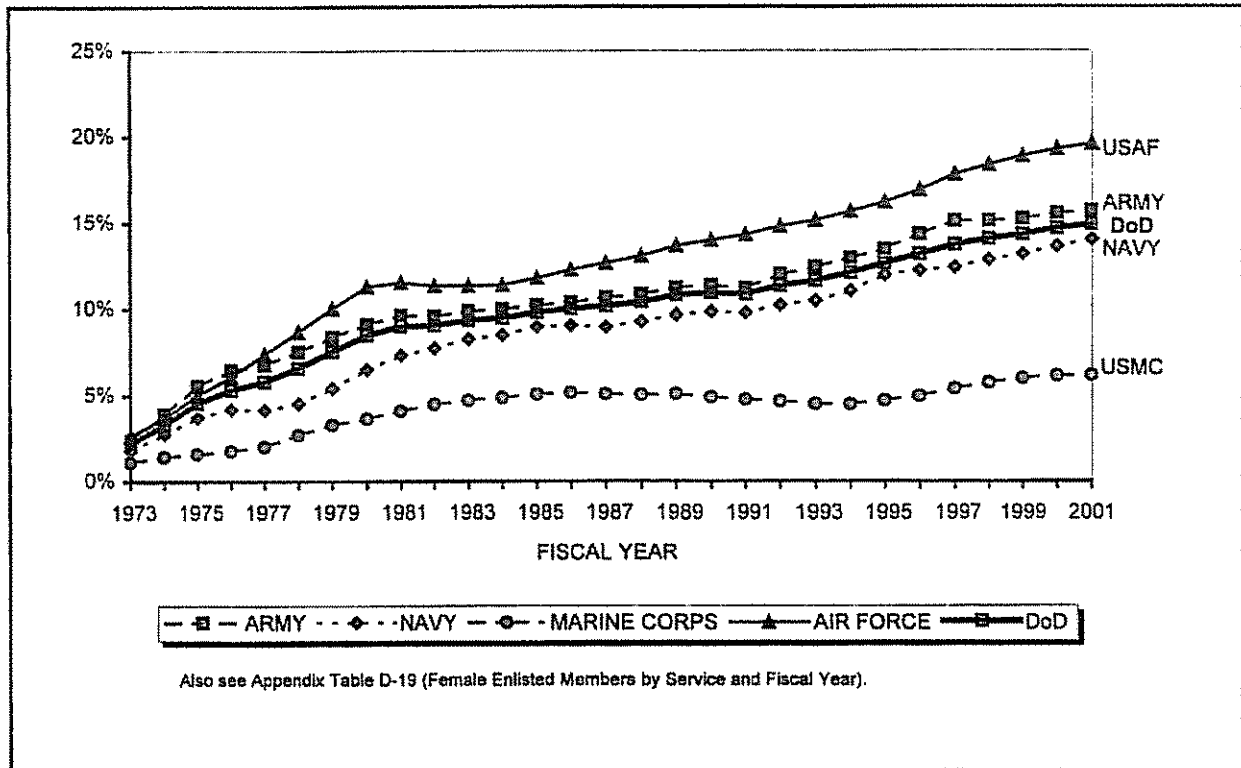


Figure 3.5. Women as a percentage of Active Component enlisted members, by Service, FYs 1973–2001.

As a result of policy and social changes, the number of active duty enlisted women increased from nearly 32,000 in FY 1972 to a pre-drawdown peak of 196,000 in FY 1989, then down to 160,000 in FY 1995. The number and proportion of women has increased to just under 172,000, 15 percent of enlisted members, in FY 2001. The increase in women in the military since FY 1972 brought about significant changes across all aspects of personnel management: in training programs and physical fitness regimens, in assignments, in living arrangements, and in medical services. It also created new administrative issues regarding pregnancy, the proportion of single parents in the military, child care arrangements during peacetime and deployment, and dual-service marriages (where husband and wife both serve in uniform).

Nearly all career fields (92 percent) are now open to women: 91 percent in the Army, 96 percent in the Navy, 93 percent in the Marine Corps, and 99 percent in the Air Force.⁶ Gradual increases in the proportion of women in the military underscore the Services' commitment to recruit and retain women.

⁶ News release from Office of the Assistant Secretary of Defense (Public Affairs), "Secretary of Defense Perry Approves Plans to Open New Jobs for Women in the Military," July 29, 1994.

As shown in Table 3.4, the Air Force has the highest proportion of women on active duty (20 percent), while the Marine Corps has the lowest (6 percent). Percentages in the Army and Navy are 16 and 14 percent, respectively. Service differences reflect differences in the proportion of positions closed to women and the availability of occupations of interest to women. Overall, the proportion of enlisted women has gradually increased (about half a percentage point each year) over the past nine years, from 11.6 to 14.9 percent from FY 1993 to FY 2001 (Appendix Table D-19).

Table 3.4. FY 2001 Gender of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians
Male	84.3	86.0	93.8	80.4	85.1	53.4
Female	15.7	14.0	6.2	19.6	14.9	46.6
Total	100.0	100.0	100.0	100.0	100.0	100.0
Also see Appendix Table B-23 (Age by Service and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.						

Marital Status. Although only 9 percent of first-time enlisted recruits are married, a large percentage of enlisted Servicemembers are (48 percent). By the end of the first term of service (typically four years), approximately 42 percent of male enlisted members have become married.⁷ Trends in marital status of active duty members are shown in Figure 3.6. The proportion of married enlisted members declined from FY 1977 (50 percent) to FY 1980 (47 percent). In FY 1981 the proportion began to increase until a peak of 57 percent in FY 1994. Since FY 1994, the proportion of married members has dropped to 48 percent in FY 2001. Marital status varies by Service. Air Force members are most likely to be married (57 percent), while Marines are least likely to be married (40 percent).

The percentages of FY 2001 Active Component enlisted married males and females are shown by Service in Table 3.5 and by age in Appendix Table B-24. Proportionally, more Servicemen were married than Servicewomen (50 and 40 percent, respectively). The only Service where these proportions are not evident is the Marine Corps where only 40 percent of both men and women are married. Similarly, more civilian men were married than civilian women (52 versus 50 percent, respectively). The proportion of married Servicemen was slightly smaller than married 18- to 44-year-old men in the civilian population (50 and 52 percent, respectively). The proportion of married Servicewomen was lower than that of women in the comparable civilian population (40 and 50 percent, respectively).

The percentage of married military women has changed significantly since FY 1973.⁸ Twenty-five years ago women constituted 2 percent of military members. Military women were not expected to be married; retention directives implicitly encouraged separation of married

⁷ Department of Defense, *Family Status and Initial Term of Service*, Volume I-Summary (Washington, DC: Office of the Assistant Secretary of Defense [Personnel and Readiness], December 1993).

⁸ Department of Defense, *Population Representation in the Military Services: Fiscal Year 1989* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management and Personnel], July 1990).

enlisted women. In FY 1973, 18 percent of military women were married, increasing to 36 percent in FY 1978 and to 40 percent in FY 2001.

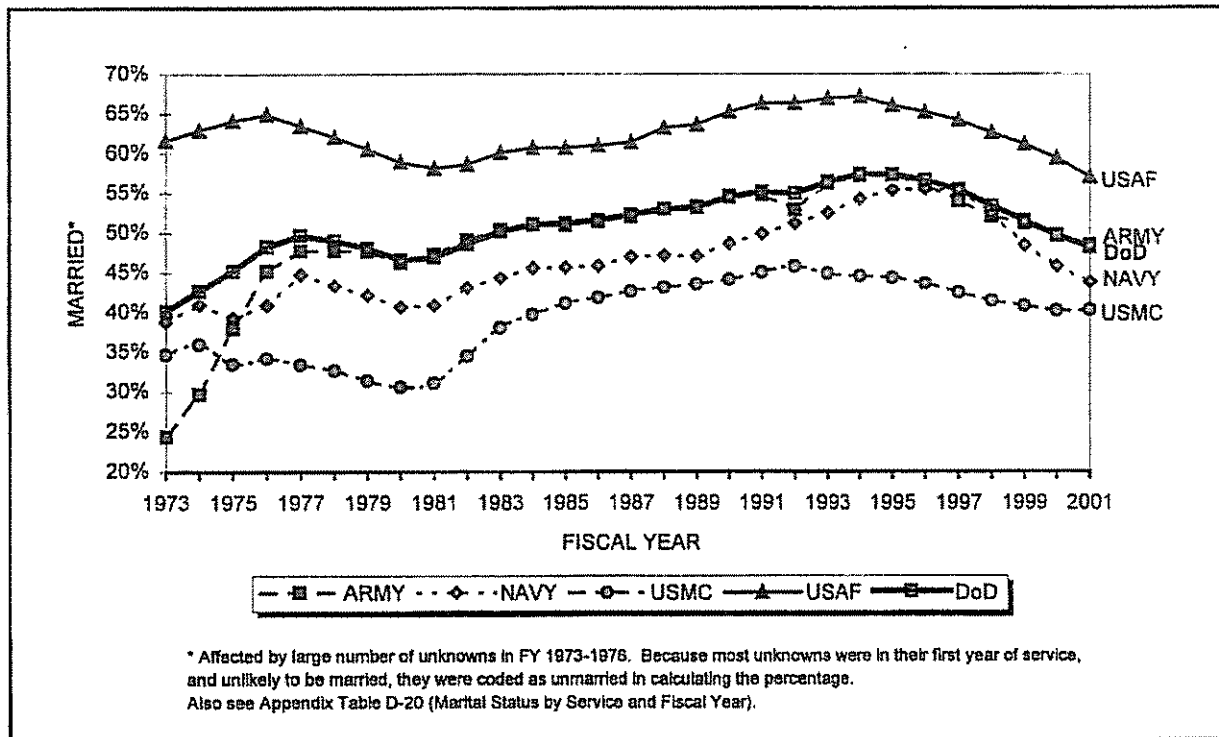


Figure 3.6. Percentage of Active Component enlisted members who were married, by Service, FYs 1973–2001.

Table 3.5. FY 2001 Active Component Enlisted Members Who Were Married, by Gender and Service, and Civilian Labor Force 18–44 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians
Male	49.9	46.0	40.3	60.0	49.6	51.9
Female	41.1	30.6	40.3	46.5	40.3	49.9
Total	48.5	43.8	40.3	57.1	48.2	51.0

Also see Appendix Table B-24 (Age by Marital Status and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

During and after the Persian Gulf War, questions were raised regarding the deployment of both parents in a dual-service marriage (i.e., a marriage wherein both husband and wife are military members). The proportion of members in each Service who are married and the proportion of those married who are members of a dual-service marriage are shown in Table 3.6.

Larger proportions of men than women are married, but significantly greater proportions of women are members of dual-service marriages (46 percent of married women versus 7 percent of married men; Table 3.6). The Marine Corps has the greatest variance, with 6 percent of married men but 65 percent of married women in dual-service marriages. Proportionally, more

Air Force personnel are members of dual-service marriages (18 percent). Across the Services, 12 percent of enlisted members are in dual-service marriages.

Table 3.6. FY 2001 Active Component Enlisted Personnel Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)					
Gender	End-Strength	Married		Married Who Were In Dual-Service Marriages	
		Number	Percent	Number*	Percent**
ARMY					
Male	337,476	168,404	49.9	10,719	6.4
Female	62,827	25,803	41.1	10,482	40.6
Total	400,303	194,207	48.5	21,201	10.9
NAVY					
Male	273,505	125,664	46.0	6,011	4.8
Female	44,630	13,676	30.6	4,272	31.2
Total	318,135	139,340	43.8	10,283	7.4
MARINE CORPS					
Male	145,138	58,450	40.3	3,210	5.5
Female	9,552	3,853	40.3	2,501	64.9
Total	154,690	62,303	40.3	5,711	9.2
AIR FORCE					
Male	225,396	134,363	59.6	14,227	11.0
Female	54,856	25,513	46.5	14,440	56.6
Total	280,252	159,876	57.1	28,667	17.9
DoD					
Male	981,515	486,881	49.6	34,167	7.0
Female	171,865	68,845	40.1	31,695	46.0
Total	1,153,380	555,726	48.2	65,862	11.9
* There are some differences between the number of males and females reporting dual-service marriages.					
** These percentages reflect the proportion of married enlisted members who are married to a Servicemember. For example, 10,719 male Army enlisted personnel are in dual-service marriages. That is, 6.4 percent of married male Army enlisted members (168,404) are in dual-service marriages.					

Education. The majority of the enlisted force have high school diplomas (over 94 percent), as indicated in Table 3.7. In FY 2001, 97 percent of female and 94 percent of male enlisted personnel were high school diploma graduates (Tier 1). These results are very similar to FY 2000. Other trends that continue are that there were fewer people with no credentials in the military than in the civilian labor force (less than 1 percent versus 11 percent), and fewer people with college experience (27 percent versus 56 percent). This latter comparison is misleading because enlisted occupations are generally comparable to civilian occupations that do not require

college degrees. Most military members with college degrees are officers (96 percent of officers have undergraduate or advanced degrees). The education levels of the officer corps are discussed in Chapter 4.

Table 3.7. FY 2001 Education of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Education Level	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	92.1	92.1	95.5	99.7	94.4	88.6
Tier 2: GED, Alternative Credentials	7.3	5.7	4.3	0.3	4.8	
Tier 3: No Credentials	0.6	2.2	0.2	0.0	0.9	11.4
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience ¹ (Part of Tier 1)	10.1	5.7	3.5	86.6	26.6	56.2
* Civilian percentages combine Tiers 1 and 2.						
¹ Air Force data from the Air Force Personnel Center, Interactive Demographic Analysis Section. Due to coding differences, the Air Force reports 15 semester hours of college, whereas the other Services report 2-year college graduates. Military data represent only enlisted members. Officers, who usually have college degrees, are not included. See Chapter 4 for a discussion of officers. Civilian college experience is defined as attendance, full- or part-time, in any 2- or 4-year college or university in a class for which credit may be applied toward a degree. Also see Appendix Table B-27 (Education by Service and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.						

The proportion of Marine Corps, Navy, and Air Force high school diploma graduate enlisted members changed very little from FY 2000 to FY 2001 (95, 92 and 99 percent, respectively). The Army dropped from 94 percent in FY 2000 to 92 percent in FY 2001. Almost all Air Force members held diplomas (99+ percent). The Navy and Army have the largest proportion without at least a high school diploma (8 percent each). The Air Force had the smallest proportion (three-tenths of one percent).

The Services encourage enlisted members to continue their education while in the military. Many college-level classes and degree programs are offered on military installations around the world. A recent program, Army University Access Online, facilitates enrollment in college-level distance learning courses, assists soldiers in securing course credit for military training, and aids participants in earning degrees. In-service tuition assistance programs pay 75 percent of tuition costs. Members also can use the Montgomery GI Bill to cover the majority of the cost of off-duty college and technical courses.⁹ The investment in continuing education is a sound one. Enlisted personnel who used tuition assistance had higher promotion rates and stayed in the service longer than those who did not.¹⁰

⁹ Department of Defense, *Biennial Report to Congress on the Montgomery GI Bill Education Benefits Program* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy], May 2001); Memorandum from Alphonso Maldon, Jr., Assistant Secretary of Defense (Force Management Policy), Subject: Uniform Tuition Assistance Policy, April 4, 2000.

¹⁰ See Boesel, D. and Johnson, K., *The DoD Tuition Assistance Program: Participation and Outcomes* (Arlington, VA: Defense Manpower Data Center, May 1988).

Representation Within Occupations. Each Service classifies enlisted occupations using DoD occupational codes. At the most general level, there are 10 one-digit categories as shown in Table 3.8. Occupational codes get more specific, with two- and three-digit codes. The number of codes increases with each level of specificity.

Infantry, gun crews, and seamanship includes more than infantry. Enlisted personnel serving on gun crews and those serving in some ship-based occupations are included. Specific specialties include infantryman, special forces, tank crewman, gunner's mate, in-flight refueling, and quartermaster.

Electronic equipment repairers consists of those jobs requiring knowledge of electronics to maintain and repair electronic equipment. Jobs included are electronics technician, radio repairer, communication and navigation systems specialist, air traffic control radar technician, missile systems maintenance, and computer technician.

Communications and intelligence specialists includes personnel who operate electronic equipment, such as radios, and others specializing in communication or intelligence. For example, radioman, air traffic controller, linguist, and intelligence/counter-intelligence specialist.

Medical and dental specialists are health care workers. Types of occupations within this category include medical service specialist, aeromedical specialist, pharmacy specialist, and dental laboratory specialist.

Other allied specialists includes a variety of occupations, those not included by the other codes. Examples of specific jobs are photojournalist, cartographer, weather specialist, musician, and disaster preparedness specialist.

Functional support and administration encompasses positions related to administrative functions of the Services. Personnelman, recruiter, information management specialist, computer programmer, accounting specialist, traffic manager, and public affairs specialist are the types of jobs included in this code.

Electrical/mechanical equipment repairers are involved in more mechanical, less electronically-sophisticated, maintenance and repair of Service-specific equipment compared to electronic equipment repairers. Types of jobs in the electrical/mechanical equipment repair area are aviation safety specialist, aircraft mechanic, vehicle mechanic, nuclear weapons specialist, and electrician's mate.

Craftsmen includes the skilled blue collar trades. Types of positions include metal workers, crane operator, plumber, and electrician.

Service and supply handlers include food service specialists, vehicle operators, military police, parachute riggers, and morale, welfare, and recreation specialists.

Non-occupational personnel are those who have not completed training for an occupation or who are unable to serve in the position for which they have been trained. Patients, prisoners, students, and recruits are included in this category.

The percentages of enlisted personnel by occupational area in FY 2001 are shown in Table 3.8. No shifts in the occupational distribution of the force occurred this year. The majority of enlisted members serve in electrical/mechanical equipment repair (20 percent), infantry, gun crews, and seamanship (17 percent), or functional support and administration (16 percent). These occupational areas have been predominant in the Armed Services at least since FY 1976, the earliest that reliable data are available.¹¹

Table 3.8. FY 2001 Occupational Areas of Active Component Enlisted Personnel by Gender (Percent)				
Occupational Code and Area		Males	Females	Total DoD
0	Infantry, Gun Crews, and Seamanship Specialists	18.5	5.4	16.6
1	Electronic Equipment Repairers	10.2	6.2	9.6
2	Communications and Intelligence Specialists	8.9	9.7	9.0
3	Medical and Dental Specialists	5.2	15.4	6.7
4	Other Allied Specialists	3.0	3.1	3.0
5	Functional Support and Administration	13.3	34.1	16.4
6	Electrical/Mechanical Equipment Repairers	22.5	8.4	20.4
7	Craftsmen	4.0	1.8	3.6
8	Service and Supply Handlers	8.2	10.0	8.5
9	Non-occupational*	6.2	5.9	6.2
Total		100.0	100.0	100.0
Columns may not add to total due to rounding.				
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.				
See Appendix Tables B-29 (Occupational Area by Service and Gender) and B-30 (Occupational Area by Service and Race/Ethnicity).				

Only modest changes are predicted in work characteristics of military occupations in the next ten years. Thus, the knowledge, skills, and characteristics required by military personnel are not likely to change substantially. Where changes are expected, they are a result of increasingly sophisticated technology of military equipment.¹²

The assignment of enlisted personnel to military occupations depends on eligibility (determined by ASVAB scores and sometimes other tests or requirements), individual preference, and the availability of openings. As part of the occupational classification process, the military uses aptitude composites made up of ASVAB test scores related to occupations. The composites vary by Service, and are developed empirically to predict the probability of training success.

Men tend to score higher than women on the ASVAB tests in the mechanical and electronics composites, while women tend to do better on administrative measures. On average, Whites have higher test scores than Hispanics and "Other" minorities, who in turn have higher

¹¹ Gribben, M., *Trends in Distribution of Military Personnel Across Occupational Categories*, paper presented to the Committee on the Youth Population and Military Recruitment of the National Academy of Sciences, Washington, DC, May 2001.

¹² Levy, D.G., Thie, H.J., Robbert, A.A., Naftel, S., Cannon, C., Ehrenberg, R., and Gershwin, M., *Characterizing the Future Defense Workforce* (Santa Monica, CA: RAND Corporation, 2001).

scores than Blacks. Within each demographic group, there is wide variation in ASVAB test scores, and most recruits qualify for a number of occupations. The recruits' preferences and the availability of openings for which they are qualified determine the occupations to which individuals are assigned.

Women and occupational assignments. The major shift that has occurred in assignment patterns for women in the last two decades has been to increase their presence in "non-traditional" jobs. In the early 1970s, most enlisted women (88 percent) were in two occupational areas: functional support and administration, and medical/dental.¹³ In FY 2001, 34 and 15 percent, respectively, served in these occupations. Viewed another way, approximately 12 percent of enlisted women in the 1970s served in areas considered non-traditional (gun crews, communications, craftsmen, etc.), and in FY 2001 45 percent of all enlisted women were in these occupations.

Women are ineligible for infantry and other positions in which the primary mission is to physically engage the enemy.¹⁴ However, women can serve on aircraft and ships engaged in combat. In FY 2001, 5 percent of enlisted women were in occupational code 0 (infantry, gun crews, and seamanship specialists). The percentage of enlisted men in these occupations was more than three times that of enlisted women because of the direct ground combat exclusion policy for women.

The occupational differences by gender are illustrated in Table 3.8. In FY 2001, nearly half of enlisted women were in functional support and administration or health care occupations. In contrast, nearly 19 percent of enlisted men were in these occupations. Although the percentages of women in the technical and craftsmen occupations are greater now than when women first joined the military, men account for the preponderance of enlisted personnel in these areas.

Minorities and occupational assignments. In FY 2001, the proportions of Black, White, and Hispanic Servicemembers were similar in four of the nine occupational areas—communications and intelligence specialists, medical and dental specialists, other allied specialists, and craftsmen (Table 3.9). In electronic equipment repair, where the proportions of Blacks, Hispanics, and "Others" were very similar, the proportion of Whites was higher. The proportions of Hispanics, "Others," and Whites were approximately the same in service and supply handlers, and were lower than Blacks. In electrical/mechanical equipment repair, Whites and "Others" were similar and were higher than Blacks and Hispanics. Blacks were more heavily represented in the functional support and administration area and, to a lesser extent, the service and supply area.

Pay Grade. Enlisted pay grades, E1 to E9, correspond to the ranks of Private in the Army and Marine Corps, Seaman Recruit in the Navy, and Airman Basic in the Air Force through Sergeant Major in the Army and Marine Corps, Master Chief Petty Officer in the Navy,

¹³ Department of Defense, *Population Representation in the Military Services: Fiscal Year 1993* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy], November 1994), p. 4-13.

¹⁴ Memorandum from Les Aspin, Secretary of Defense, Subject: Direct Ground Combat Definition and Assignment Rule, January 13, 1994.

and Chief Master Sergeant in the Air Force. Enlisted personnel in grades E1 and E2 are trainees. Members in pay grades E3 and E4 are at the apprentice level, working under journeymen, who are at pay grades E5 and E6. Supervisor positions are at pay grades E7 through E9. Soldiers, marines, and airmen at pay grades E5 and above and some at E4 are noncommissioned officers (NCOs), with demonstrated ability in the job and as a leader. In the Navy, those at pay grades E4 and above are petty officers, with leadership responsibilities. Servicemembers in NCO and petty officer positions are required to lead, supervise, and train entry-level enlisted personnel. They perform the work as well as direct the work of others.

Table 3.9. FY 2001 Occupational Areas of Active Component Enlisted Personnel by Race/Ethnicity (Percent)					
Occupational Code and Area		White	Black	Hispanic	Other
0	Infantry, Gun Crews, and Seamanship Specialists	18.2	12.2	17.7	14.8
1	Electronic Equipment Repairers	10.9	7.0	7.9	7.8
2	Communications and Intelligence Specialists	10.0	7.8	7.4	6.6
3	Medical and Dental Specialists	5.7	8.3	7.5	10.6
4	Other Allied Specialists	3.4	2.5	2.4	2.5
5	Functional Support and Administration	12.1	27.0	18.0	18.2
6	Electrical/Mechanical Equipment Repairers	22.4	15.0	19.0	21.5
7	Craftsmen	3.9	3.0	3.2	3.7
8	Service and Supply Handlers	7.2	12.2	8.6	8.4
9	Non-occupational*	6.3	5.0	8.3	5.9
Total		100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.					
Also see Appendix Tables B-29 (Occupational Area by Service and Gender) and B-30 (Occupational Area by Service and Race/ Ethnicity).					

More than half of the enlisted force is in pay grades E1 through E4 (53 percent). Grades E4 and E5 have the largest concentration of the enlisted force (21 and 20 percent, respectively). This distribution is necessary to provide a sufficient number of trained leaders to fill the higher ranks; not all personnel in the lower ranks reenlist and progress to the higher grades. There are slight variations among racial/ethnic groups (Table 3.10) as well as differences between male and female enlisted members (Table 3.11).

A comparison of pay grade distributions by race/ethnicity shows differences in retention. Blacks traditionally have higher retention rates than other racial/ethnic groups, resulting in a larger percentage of Black enlisted members at pay grades E6 through E8. In contrast, Hispanic enlisted members are found more in lower grades (E1 through E4).

Table 3.10. FY 2001 Pay Grade of Active Component Enlisted Members, by Race/Ethnicity (Percent)					
Pay Grade	White	Black	Hispanic	Other	Total DoD
E1	6.9	6.1	8.1	5.9	6.8
E2	8.3	7.9	10.9	8.1	8.5
E3	18.0	16.3	21.8	17.5	17.9
E4	20.2	20.0	23.9	22.5	20.6
E5	20.6	20.5	18.7	20.4	20.4
E6	14.2	16.0	9.7	14.4	14.2
E7	8.5	9.7	5.0	8.1	8.4
E8	2.3	2.6	1.5	2.1	2.3
E9	0.9	1.0	0.5	0.9	0.9
Unknown	*	0.0	*	*	*
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Table B-47 (Active Component by Pay Grade and Race/Ethnicity.)					

Table 3.11. FY 2001 Pay Grade of Active Component Enlisted Personnel, by Gender (Percent)			
Pay Grade	Male	Female	Total DoD
E1	6.7	7.1	6.8
E2	8.2	9.8	8.5
E3	17.3	21.3	17.9
E4	20.0	24.4	20.6
E5	20.4	20.1	20.4
E6	14.9	10.0	14.2
E7	9.0	5.5	8.4
E8	2.4	1.4	2.3
E9	1.0	0.4	0.9
Unknown	*	0.0	*
Total	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Table B-46 (Active Component by Pay Grade and Gender).			

As shown in Table 3.11, 63 percent of enlisted women are in pay grades E1 to E4, while only 52 percent of enlisted men are in these grades. The primary reason for the difference by gender is lower retention rates among enlisted women.

Chapter 4

ACTIVE COMPONENT OFFICERS

The commissioned officer corps is the senior leadership and management of the Armed Forces. This chapter presents a view of the demographic and social characteristics of the FY 2001 Active Component commissioned officer corps, including separate information regarding newly commissioned officers (i.e., those officers entering the corps for the first time, also known as officer accessions).¹ Also highlighted are longitudinal changes among officers. Figure 4.1 illustrates the trend in Active Component officer strength by Service since 1973. Supporting data are provided in Appendix Table D-25.

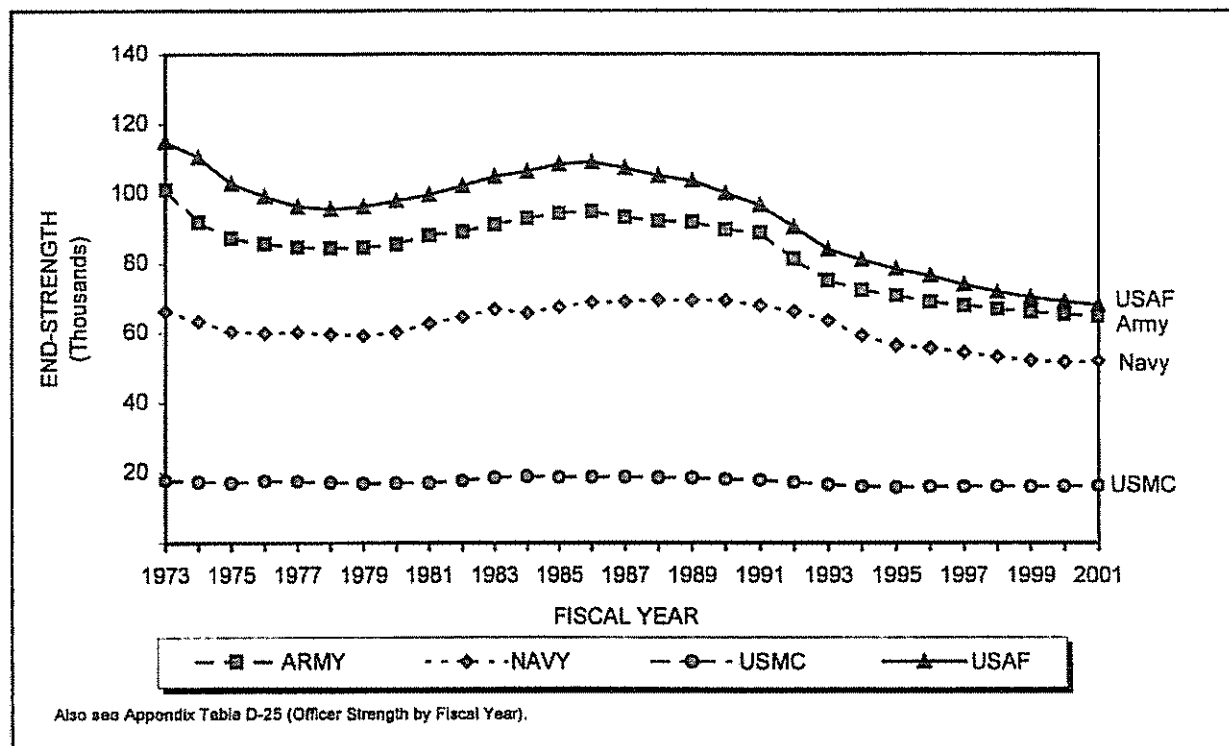


Figure 4.1. Active Component officer end-strength, by Service, FYs 1973–2001.

These data depict two drawdowns and one buildup in the Active Component officer corps. The changes in military strength can be attributed, at least partially, to changes in the world situation. The first decline, during the 1973 to 1979 period, occurred during the demobilization following the end of the Vietnam Conflict; the defense buildup of the 1980s was generated by the escalation of the Cold War; and the current drawdown is the result of the fall of communism and the end of the Cold War. The end strength for FY 2001 indicates an end to the drawdown and a return to stability in the Active Component officer corps. At somewhat less than 201,000, the FY 2001 Active Component officer end-strength is only 1,000 smaller than in FY 2000, although it is approximately 69 percent the size of the FY 1986 officers corps, which

¹ Data are for commissioned officers; warrant officers are excluded. A brief sketch of warrant officers is presented at the end of this chapter.

was the peak of the buildup. The FY 2001 officer end-strength represents the smallest officer corps since the advent of the All Volunteer Force 28 years ago.

The overall number of individuals commissioned by the Services remained essentially constant in FY 2001, increasing only slightly to approximately 17,600 (Figure 4.2). This level represents the highest number of accessions since FY 1990.

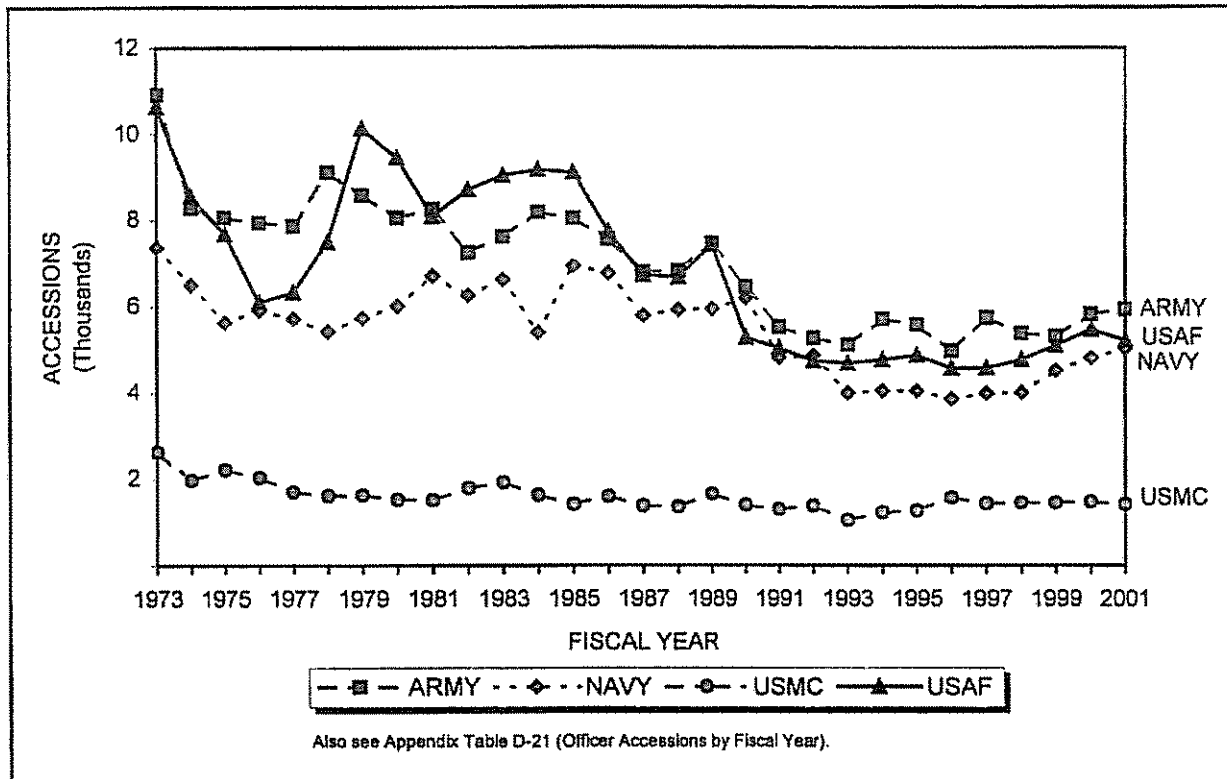


Figure 4.2. Active Component officer accessions, by Service, FYs 1973–2001.

Characteristics of Active Component Officers

Table 4.1 shows the number and percentage of FY 2001 Active Component officer accessions and officers by Service. In total personnel, the Army is the largest Service, but the Air Force has the highest commissioned officer content. The Air Force stood at slightly more than 68,000 active duty officers in contrast to the Army's approximately 64,800. This variation in force structure reflects differences in mission requirements (e.g., number of pilots) of the two Services.

While the Air Force has more total active duty commissioned officers than the Army, the Army continues to access more officers each year than the Air Force. This pattern suggests that annual requirements rest on more than the relative size of the Service, to include retention and its underlying influencers.

Table 4.1. FY 2001 Active Component Officer Accessions and Officer Corps (Number and Percent) ¹				
Service	Active Component Officer Accessions		Active Component Officer Corps	
	Number	Percent	Number	Percent
Army	5,937	33.8	64,797	32.2
Navy	5,022	28.6	51,928	25.8
Marine Corps	1,411	8.0	16,160	8.0
Air Force	5,211	29.6	68,038	33.9
Total	17,581	100.0	200,923	100.0
Columns may not add to total due to rounding.				
¹ Number of active component officer corps (end-strength) reflects commissioned officers only (it excludes warrant officers).				
Also see Tables D-21 (Officer Accessions by Fiscal Year) and D-25 (Officer Strength).				

Pay Grade. The commissioned officer corps is divided into 10 pay grades (O-1 through O-10). Officers in pay grades O-1 through O-3 are considered company grade officers. In the Army, Marine Corps, and Air Force, these pay grades correspond to the ranks of second lieutenant (O-1), first lieutenant (O-2), and captain (O-3), and in the Navy, ensign, lieutenant junior grade, and lieutenant. Officers in the next three pay grades (O-4 through O-6) are considered field grade officers. In the Army, Marine Corps, and Air Force, these pay grades correspond to the ranks of major (O-4), lieutenant colonel (O-5), and colonel (O-6), and in the Navy, lieutenant commander, commander, and captain. The highest four pay grades are reserved for general officers in the Army, Marine Corps, and Air Force, and flag officers in the Navy. The ranks associated with each pay grade are as follows: in the Army, Marine Corps, and Air Force, brigadier general (O-7), major general (O-8), lieutenant general (O-9), and general (O-10); in the Navy, rear admiral-lower half, rear admiral-upper half, vice admiral, and admiral.

As Table 4.2 shows, the force structure of the officer corps is that of a pyramid with the company grade officers making up the broad base (59 percent of officers in FY 2001), followed by field grade officers representing the narrower middle (41 percent of officers in FY 2001), and general/flag officers representing the pinnacle (less than 1 percent of officers in FY 2001). This pay grade distribution is influenced not only by the military's emphasis on youth and fitness, but also by the choices and competition engendered by "up or out" career progression policies.

Source of Commission. The criteria for the selection of potential officers for commissioning include age, U.S. citizenship, physical fitness, moral character, education, and cognitive ability. Given that officers form the military's leadership and professional echelon and that financial investment in officer education programs is high, the selection standards are quite stringent.²

² See Eitelberg, M.J., Laurence, J.H., and Brown, D.C., "Becoming Brass: Issues in the Testing, Recruiting, and Selection of American Military Officers," in B.R. Gifford and L.C. Wing (Eds.), *Test Policy in Defense: Lessons from the Military for Education, Training, and Employment* (Boston: Kluwer Academic Publishers, 1991).

Table 4.2: FY 2001 Active Component Officer Corps, by Rank/Pay Grade ¹ and Service (Percent)						
Rank*	Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
Second Lieutenant (Ensign)	O-1	12.8	14.9	15.6	12.6	13.5
First Lieutenant (Lieutenant Jr. Grade)	O-2	13.2	12.7	16.5	11.4	12.7
Captain (Lieutenant)	O-3	33.2	32.7	31.5	33.3	32.9
Major (Lieutenant Commander)	O-4	21.7	19.8	21.1	22.3	21.4
Lieutenant Colonel (Commander)	O-5	13.1	13.4	11.0	14.7	13.5
Colonel (Captain)	O-6	5.5	6.4	3.9	5.4	5.6
Brigadier General (Rear Admiral - Lower Half)	O-7	0.2	0.2	0.3	0.2	0.2
Major General (Rear Admiral - Upper Half)	O-8	0.2	0.1	0.1	0.1	0.1
Lieutenant General (Vice Admiral)	O-9	0.1	0.1	0.1	0.1	0.1
General (Admiral)	O-10	**	**	**	**	**
Total		100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Ranks in parenthesis are Navy designations. ** Less than one-tenth of one percent. ¹ Excludes those with unknown rank/pay grade. Also see Appendix Table B-48 (Pay Grade by Gender and Service).						

A 4-year college degree, while not a universal prerequisite for commissioning, is necessary for continued service in the military. To this end, two of the primary commissioning programs, the Service academies and the Reserve Officers Training Corps (ROTC), are administered in conjunction with an individual's academic preparation. The United States Military Academy (USMA), the United States Naval Academy (USNA), and the United States Air Force Academy (USAFA) each offer room, board, medical and dental care, salary, and tuition throughout a 4-year undergraduate program of instruction leading to a baccalaureate degree.³ Located at numerous undergraduate colleges and universities throughout the country, ROTC has both scholarship and non-scholarship options.⁴

³ There is no separate academy for the Marine Corps, but a percentage of each Naval Academy graduating class pledges to become Marine Corps officers.

⁴ Non-scholarship ROTC is not without benefits. There is a subsistence allowance upon progress to advanced training.

The two remaining primary commissioning programs, Officers Candidate/Training School (OCS/OTS) and Direct Commissioning, are designed almost exclusively for individuals who already possess at least a baccalaureate degree. OCS/OTS exists as a rather quick commissioning source for college graduates who did not receive military training or indoctrination as part of their undergraduate education. This source also provides a means for promising enlisted personnel to earn a commission. Direct commissions, with a minimum of military training, are offered to professionals in fields such as law, medicine, and the ministry. Because of their advanced degrees and/or work experience, officers directly appointed are often commissioned at ranks higher than the customary second lieutenant or ensign. There are other specialized commissioning sources that, together with the primary programs, ensure that the Services have access to a number of different pools of personnel with diverse skills.

Table 4.3 highlights the flexibility in officer procurement afforded by the alternative commissioning programs. The largest proportion of FY 2001 officer accessions (34 percent) came through ROTC programs—and most of those were recipients of a college scholarship (19 percent of all officer accessions and 56 percent of ROTC accessions). Direct appointments and academy graduates accounted for 12 percent and 16 percent of incoming officers, respectively. OCS/OTS produced about 25 percent of FY 2001 Active Component officer accessions.

Table 4.3. FY 2001 Source of Commission of Active Component Officer Accessions and Officer Corps, by Service (Percent)					
Source of Commission	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Academy	15.8	15.9	11.2	16.6	15.7
ROTC-Scholarship	34.7	16.8	2.3	6.4	18.6
ROTC-No Scholarship	17.0	2.4	0.0	28.4	14.9
OCS/OTS	14.2	25.5	72.9	24.8	25.3
Direct Appointment	2.8	21.5	0.3	15.1	11.6
Other *	15.5	17.9	12.3	8.6	13.9
Unknown	**	0.1	0.8	0.0	0.1
Total	100.0	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS					
Academy	16.3	19.3	12.1	19.6	17.9
ROTC-Scholarship	36.2	18.4	14.7	21.7	25.0
ROTC-No Scholarship	21.9	2.3	0.0	20.5	14.6
OCS/OTS	9.4	21.8	64.9	20.1	20.7
Direct Appointment	8.8	21.2	1.7	17.3	14.3
Other *	7.4	17.1	6.6	0.8	7.6
Unknown	**	0.0	0.0	0.0	**
Total	100.0	100.00	100.00	100.00	100.00
Columns may not add to total due to rounding.					
* Includes officers trained in one Service and accessed into another (primarily Marine Corps).					
** Less than one-tenth of one percent.					
Also see Appendix Tables B-40 (Active Component Officer Accessions by Source of Commission, Service, and Gender) and B-41 (Active Component Officer Corps by Source of Commission, Service, and Gender).					

The Services differ in their reliance on the various commissioning sources. For example, 73 percent of the Marine Corps' newly commissioned officers came through OCS-type pipelines, while comparable figures for the other Services were between 14 percent and 26 percent. Fewer than one percent of Marine Corps officer accessions were recipients of direct commissions compared to 22 percent in the Navy. In fact, the Marine Corps does not have a Service academy or ROTC program. Midshipmen at the Naval Academy and in the Navy's ROTC program can opt to enter the Marine Corps upon program completion. The Marine Corps relies on the Navy for officers in medical and dental specialties and chaplains, thereby lowering its need for direct commissioning. The Service differences are probably influenced by retention rates, budget considerations, and historical fluctuations in officer recruiting needs.

Age. As shown in Table 4.4, officers, on average, tend to be older than enlisted personnel. Upon commissioning in FY 2001, the average officer was nearly 27 years old in contrast to 19 years old for the average enlisted accession. The mean age of all active officers was 34 years, while that of enlisted members was 27 years. The mean age of officer accessions varies by source of commission. In FY 2001, the average age of newly commissioned officers ranged from less than 23 years for Service academy graduates to over 31 years for officers accessed through direct appointment.⁵

Table 4.4. FY 2001 Mean Age of Active Component Officer Accessions and Officer Corps in Comparison to Enlisted Personnel		
	Officers	Enlisted
Active Component Accessions	26.8	19.3
Active Component Force	34.3	27.0
Also see Appendix Table B-31 (Age by Service).		

Figures 4.3 and 4.4 (together with Appendix Table B-31) highlight the military's emphasis on youth. The importance of youth is particularly salient in the Marine Corps, in which approximately 7 percent of newly commissioned officers were 31 or older. In contrast, the proportion of officer accessions in this age range was 18 percent in the Army, 27 percent in the Navy, and 23 percent in the Air Force. The rigorous physical demands and rapid deployment of Marines, and this Service's absence of officers in medical and ministry fields, no doubt are related to the relative youth of Marine Corps officers.

Figure 4.5 shows that FY 2001 broke the recent trend of increasing average age and time in service for the officer corps. The average officer age remained nearly constant at somewhat over 34 years in FY 2001, while the average time in service decreased to a value slightly below 11 years. The trends in age and tenure of the officer corps reflect the transition from a period of drawdown to a period of stability in the size of the force.

⁵ Data from Defense Manpower Data Center.

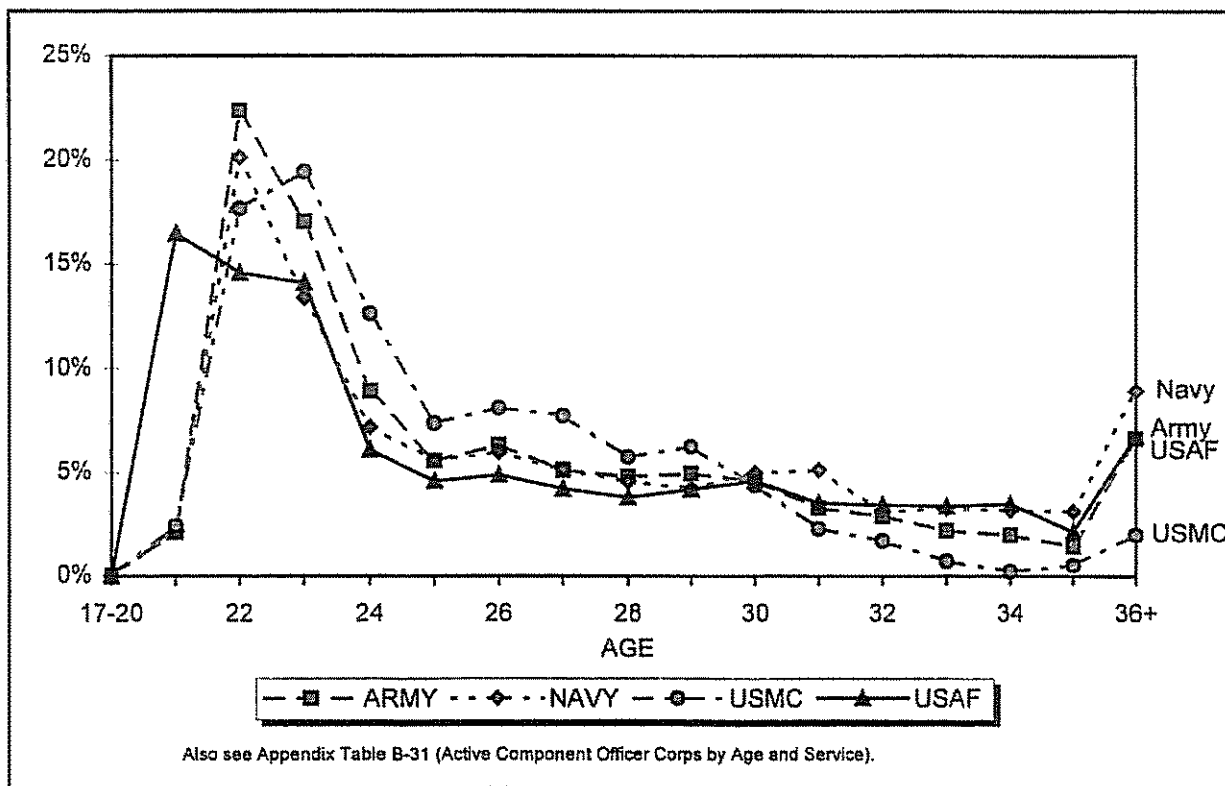


Figure 4.3. Age of FY 2001 Active Component officer accessions, by Service.

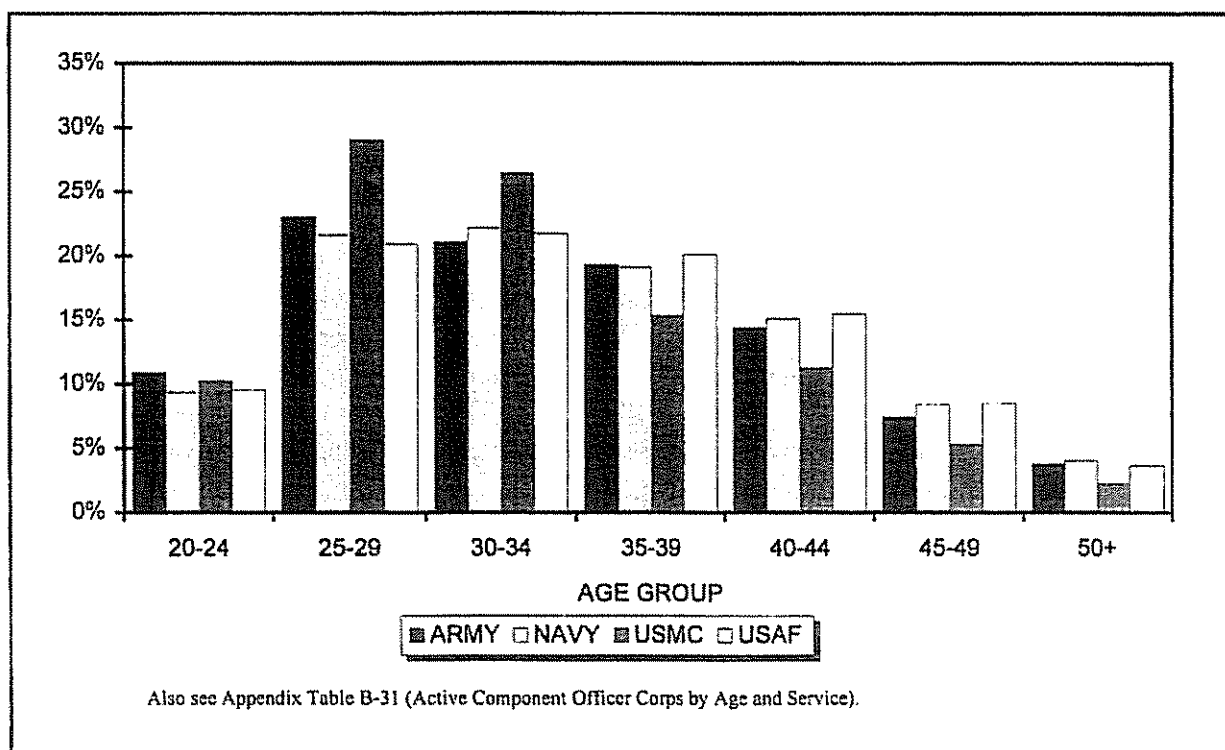


Figure 4.4. Age of FY 2001 Active Component officer corps, by Service.

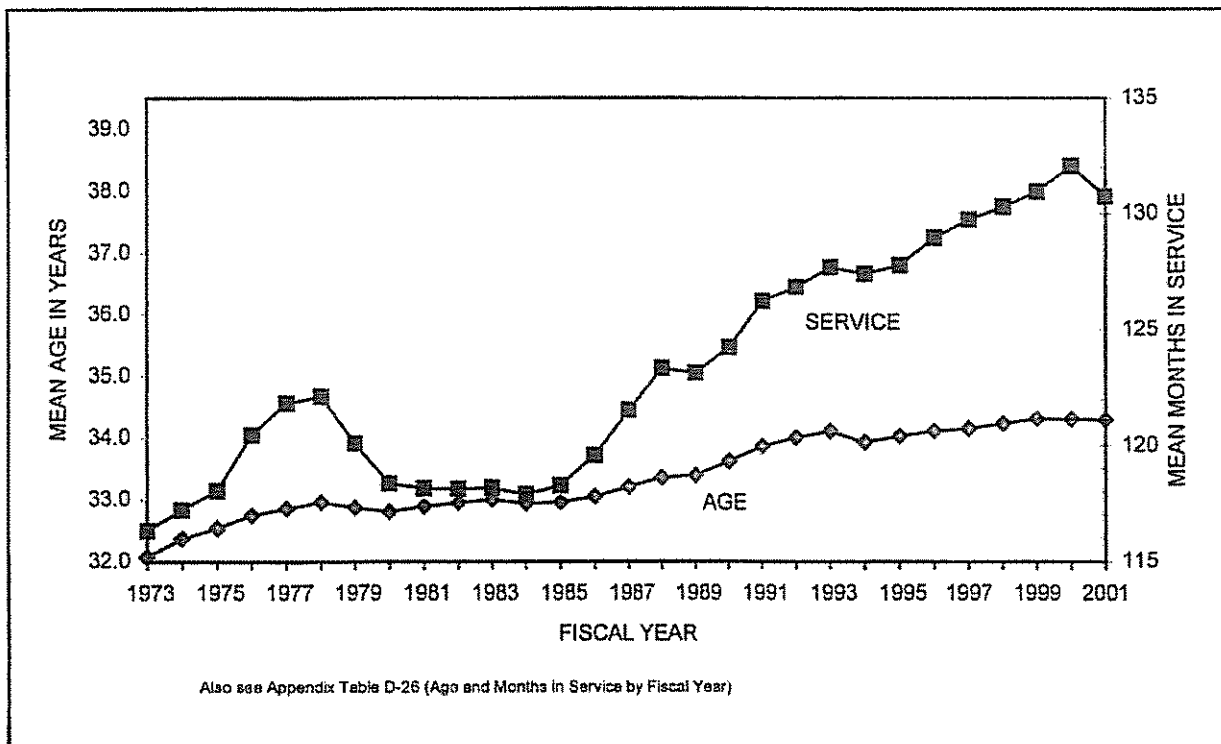


Figure 4.5. Active Component officers' mean years of age and months of service, FYs 1973–2001.

Race/Ethnicity. The percentages of minorities among newly commissioned officers and the Active Component officer corps are shown in Table 4.5. In FY 2001, over 22 percent of entering officers were minorities—Blacks, Hispanics, and “Others” (e.g., Native Americans, Asians, and Pacific Islanders)—and almost 17 percent of all commissioned officers on active duty were members of minority groups. The Air Force had the smallest proportion of minority officer accessions at 19 percent, and the Army had the largest proportion at more than 26 percent. The most populous minority group, Blacks, represented approximately 10 percent of officer accessions and over 8 percent of all active duty officers.

Over the last few years the focus on minority representation within the officer corps has increased. Concern stems from the appearance of underrepresentation among officers in stark contrast to the trends for the enlisted ranks. A number of factors contribute to the seeming underrepresentation of Blacks and Hispanics (though not “Other” minorities) in the officer corps. For reasons too complicated to dissect within this report, minorities disproportionately suffer from poverty and disorderly learning environments.⁶ These risk factors take their toll in the form of lower college enrollment and graduation rates, and, on average, lower achievement than other population groups. Although test score trends have improved for minorities over the past two decades, large average differences compared to Whites remain. For example, the mean verbal SAT scores for college-bound seniors in 2001 were 529 for Whites and 433 for Blacks; mean

⁶ See Smith, T.M., *The Educational Progress of Black Students* (Washington, DC: U.S. Department of Education, Office of Educational Research and Improvement, May 1996).

Table 5.9. FY 2001 Selected Reserve Enlisted Members, by Race/Ethnicity, Gender, and Component, and Civilian Labor Force 18-49 Years Old (Percent)							
Race/ Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
MALES							
White	73.4	58.8	71.6	66.9	80.2	72.2	70.7
Black	15.1	23.9	14.7	11.6	8.0	16.2	15.8
Hispanic	7.7	11.1	8.7	15.0	5.8	6.3	8.5
Other	3.9	6.3	5.1	6.5	6.1	5.3	5.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES							
White	60.6	42.6	59.9	57.5	70.8	59.0	55.7
Black	27.9	42.0	26.5	18.9	16.4	29.3	30.9
Hispanic	6.8	9.5	8.5	16.3	5.7	6.1	7.8
Other	4.7	5.9	5.1	7.3	7.1	5.5	5.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL							
White	71.8	54.7	69.2	66.5	78.5	69.4	68.2
Black	16.6	28.4	17.1	11.9	9.5	19.1	18.4
Hispanic	7.6	10.7	8.6	15.0	5.8	6.2	8.4
Other	4.0	6.2	5.1	6.5	6.2	5.4	5.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
CIVILIAN LABOR FORCE 18-49 YEARS OLD							
White	Black		Hispanic		Other		Total
70.1	12.4		12.5		5.0		100.0
Columns may not add to total due to rounding. Also see Appendix Tables C-17 (Race/Ethnicity by Component and Gender) and C-18 (Ethnicity by Component). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2000							

Substantial gender differences exist in the racial and ethnic composition of Reserve Component members (Appendix Table C-17). While Black males represent 16 percent of the male enlisted Selected Reserve, Black females represent 31 percent of females. Approximately 57 percent of USAR females are minorities: 42 percent Black, 10 percent Hispanic, and nearly 6 percent in the "Other" racial category. Conversely, the ANG has the lowest proportion of minority females (22 percent), comparable to the 18- to 49-year-old civilian labor force (30 percent).

Gender. The proportion of enlisted women is slightly higher in the Selected Reserve than in the Active Components (17 versus 15 percent, respectively) which is unchanged from FY 2000. Table 5.10 illustrates that there are more differences in the proportion of women among the Reserve Components. The component with the highest proportion of women is the USAR (25 percent), while the ARNG has 12 percent and the USMCR, with the lowest proportion, has 5 percent (up from 2 percent in FY 1999). Differences in gender composition are the result of the types of units in the Components. For example, the ARNG and USMCR have mainly combat units and the USAR has primarily combat support and combat service support units.

Table 5.10. FY 2001 Selected Reserve Enlisted Members, by Gender and Component, and Civilian Labor Force 18-49 Years Old (Percent)								
Gender	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18- to 49-Year-Old Civilians
Male	87.6	75.0	79.4	95.3	82.4	78.4	83.0	53.4
Female	12.4	25.0	20.6	4.7	17.6	21.6	17.0	46.6
Also see Appendix Table C-15 (Age by Component and Gender).								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.								

Marital Status. Just under half of Selected Reserve members are married (Table 5.11). This proportion is lower than for the comparable civilian population (54 percent), but the same as enlisted members in the Active Components (48 percent). The proportion of married female Selected Reserve members (35 percent) is much lower than the proportion of married female civilians (53 percent). This difference is in part explained by the younger age of women enlisted members compared to their civilian counterparts.

Table 5.11. FY 2001 Married Selected Reserve Enlisted Members, by Gender, and Civilian Labor Force 18-49 Years Old (Percent)		
Gender	DoD	18- to 49-Year-Old Civilians
Male	50.1	55.6
Female	34.7	52.8
Total	48.1	54.3
Also see Appendix Table C-16 (Age by Marital Status and Gender).		
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.		

Education. As shown in Table 5.12, 96 percent of FY 2001 Selected Reserve enlisted members have a high school diploma or alternative credential (Tiers 1 and 2), compared to 89 percent of the comparably aged civilian labor force. Comparing Table 5.6 (education levels of Selected Reserve accessions) with Table 5.12 suggests that a significant number of enlisted members gain college experience while in the Selected Reserve (5 percent of NPS accessions versus 22 percent of enlisted members).

Representation Within Occupations. The assignment of Reserve Component personnel to occupations is based upon individual qualifications and desires, military requirements, and unit vacancies. The changing missions of the Armed Services, including domestic and international humanitarian efforts, affect personnel assignment. Table 5.13 shows the occupational area distribution of Reserve and Active Components.

Table 5.14 indicates that the occupational distribution among Active and Reserve Components varies. The differences reflect each Reserve Component's unique mission requirements and force structure, which may preclude some direct transfers from active duty to the National Guard and Reserve within the same skill. For example, 15 percent of active Navy enlisted members serve in electronics specialties, but the Naval Reserve has only 11 percent in this skill area. On the other hand, only 10 percent of active Navy enlistees serve in administration while 21 percent of USNR enlistees serve in administration. Similar occupational

differences are found in each Service component. Some occupational areas may not be able to absorb all transfers, while other areas may have to recruit more NPS individuals to fill unit vacancies or retrain those with prior service. The occupational distribution percentages for FY 2001 are relatively similar to those of FY 2000.

Table 5.12: FY 2001 Selected Reserve Enlisted Members, by Education Levels and Component, and Civilian Labor Force 18-49 Years Old (Percent)								
Education Tier	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18- to 49-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	91.6	84.8	97.9	97.4	98.1	99.6	92.4	89.1
Tier 2: GED, Alternative Credentials	*	13.4	1.0	2.5	1.7	0.3	3.5	
Tier 3: No Credentials	8.3	1.8	1.1	0.1	0.2	0.1	4.1	10.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)	6.1	17.0	29.4	7.5	81.5	24.2	21.9	57.0
Columns may not add to total due to rounding. * Civilian percentages combine Tiers 1 and 2. Also see Appendix Tables C-19 (Education by Component and Gender) and C-20 (Education by Component and Race/Ethnicity). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.								

Table 5.13: Comparison of FY 2001 Reserve and Active Enlisted Occupational Areas (Percent)			
Occupational Code and Area		Reserve	Active
0	Infantry, Gun Crews, and Seamanship Specialists	16.4	16.6
1	Electronic Equipment Repairers	4.5	9.6
2	Communications and Intelligence Specialists	4.6	9.0
3	Medical and Dental Specialists	6.6	6.7
4	Other Allied Specialists	2.8	3.0
5	Functional Support and Administration	18.4	16.4
6	Electrical/Mechanical Equipment Repairers	15.8	20.4
7	Craftsmen	5.7	3.6
8	Service and Supply Handlers	10.8	8.5
9	Non-occupational*	14.3	6.2
Total		100.0	100.0
Columns may not add to total due to rounding. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Tables B-29 (Active Component Enlisted by Occupational Area, Service, and Gender), B-30 (Active Component Enlisted by Occupational Area, Service, and Race/Ethnicity), C-21 (Reserve Component Enlisted by Occupational Area, Component, and Gender), and C-22 (Reserve Component Enlisted by Occupational Area, Component, and Race/Ethnicity).			

Table 5.14: Comparison of FY 2001 Occupational Area Distribution of Enlisted Members, by Active and Reserve Components (Percent)										
Active and Reserve Components	Occupational Area*									
	0	1	2	3	4	5	6	7	8	9
ARMY										
Active Component	24.2	6.5	10.8	7.7	3.4	16.8	14.6	2.1	12.3	1.6
Army National Guard	23.2	3.0	4.9	4.3	2.5	13.5	13.7	3.9	11.2	19.8
Army Reserve	9.2	2.1	3.8	10.6	3.6	23.6	10.8	5.4	16.3	14.7
NAVY										
Active Component	10.2	14.9	8.6	7.9	2.1	10.7	26.2	5.3	4.3	9.9
Naval Reserve	10.7	10.7	6.5	9.9	0.8	21.1	19.6	14.5	5.1	1.0
MARINE CORPS										
Active Component	21.7	6.5	6.9	0.0	2.5	16.5	16.6	2.5	13.1	13.8
USMC Reserve	28.8	3.2	7.7	0.0	1.2	13.5	13.1	3.2	15.2	14.3
AIR FORCE										
Active Component	10.2	9.6	8.2	7.8	3.9	22.1	24.3	4.6	5.2	4.3
Air National Guard	8.4	9.3	3.5	4.7	4.6	21.3	26.1	6.6	6.1	9.5
USAF Reserve	12.6	5.2	3.1	10.6	3.4	25.3	22.7	6.0	4.9	6.3
* Occupational Area Codes: 0=Infantry, 1=Electronics, 2=Communications, 3=Medical, 4=Other Technical, 5=Administration, 6=Electrical, 7=Craftsmen, 8=Supply, 9=Non-occupational.										

Minorities and occupational assignments. As shown in Table 5.15, about two-thirds of all Selected Reserve personnel are in four occupational areas: infantry, administration, electrical/mechanical equipment repair, and service and supply. The largest percentage of Blacks and "Others" are in functional support and administration, while combat and electrical/mechanical repair occupations are the most prevalent among Whites and combat and functional support occupations are most prevalent among Hispanics.

Table 5.15. FY 2001 Occupational Areas of Selected Reserve Enlisted Personnel within Race/Ethnicity (Percent)					
Occupational Code and Area		White	Black	Hispanic	Other
0	Infantry, Gun Crews, and Seamanship Specialists	17.8	11.1	17.2	15.6
1	Electronic Equipment Repairers	4.9	3.5	3.6	4.5
2	Communications and Intelligence Specialists	5.1	3.0	4.2	4.3
3	Medical and Dental Specialists	6.0	8.0	7.2	8.0
4	Other Allied Specialists	3.0	2.4	2.5	2.5
5	Functional Support and Administration	15.7	27.3	19.2	20.9
6	Electrical/Mechanical Equipment Repairers	17.1	11.6	15.2	14.9
7	Craftsmen	6.2	4.3	5.1	5.3
8	Service and Supply Handlers	9.9	14.5	11.7	8.9
9	Non-occupational*	14.2	14.2	14.1	15.1
Total		100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.					
Also see Appendix Table C-22 (Occupational Area by Component and Race/Ethnicity).					

Women and occupational assignments. The assignment patterns for Selected Reserve enlisted men and women in occupational areas are reflected in Table 5.16. Most Selected Reserve enlisted women are assigned to two occupational areas: functional support (39 percent) and medical (15 percent). Enlisted men are assigned primarily to infantry (19 percent) and electrical/mechanical equipment repair (18 percent).

Table 5.16. FY 2001 Occupational Areas of Selected Reserve Enlisted Personnel, by Gender (Percent)			
Occupational Code and Area		Male	Female
0	Infantry, Gun Crews, and Seamanship Specialists	19.3	2.4
1	Electronic Equipment Repairers	4.9	2.6
2	Communications and Intelligence Specialists	4.9	3.2
3	Medical and Dental Specialists	4.9	14.5
4	Other Allied Specialists	2.9	2.5
5	Functional Support and Administration	14.2	38.8
6	Electrical/Mechanical Equipment Repairers	18.0	5.6
7	Craftsmen	6.4	2.3
8	Service and Supply Handlers	10.9	10.2
9	Non-occupational*	13.5	17.8
Total		100.0	100.0
Columns may not add to total due to rounding.			
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.			
Also see Appendix Table C-21 (Occupational Area by Component and Gender).			

The April 1993 policy⁴ to open more specialties and assignments to women resulted in new opportunities for women in both the Active and Reserve Components. Women are not permitted to serve in direct ground combat roles, but positions on ships and aircraft engaging in combat are now open to women. In FY 2001, 2 percent of women served in infantry, gun crew, and seamanship specialties, as illustrated in Table 5.16, 2 percent less than in FY 2000.

The proportion of Selected Reserve women in non-traditional occupations, such as technical and craftsmen, was relatively low in FY 2001. Women were more than twice as likely than men to serve in the traditional occupational areas of medical and administration. In the future, the proportion of women enlisting in non-traditional positions in the National Guard and Reserves will depend to a considerable extent on the number of Active Component women in non-traditional skills, their willingness to join a Selected Reserve unit upon separating from active duty, and the proportion of technical skill vacancies in Guard and Reserve units. However, with the end of the military drawdown, there are fewer prior service women available to enter the Selected Reserve. Consequently, it is important to continue monitoring occupational trends by gender in both the Active and Reserve Components.

⁴ Memorandum from Les Aspin, Secretary of Defense, Subject: Policy on the Assignment of Women in the Armed Forces, April 28, 1993.

Chapter 6

SELECTED RESERVE OFFICER ACCESSIONS AND OFFICER CORPS

This chapter describes demographic characteristics of Selected Reserve officer accessions and commissioned officers in FY 2001.¹ The total officer accessions for Reserves decreased in FY 2001 (from 15,097 in FY 2000 to 14,653 in FY 2001). Similarly, the size of the officer corps decreased from 120,865 in FY 2000, to 119,803 in FY 2001. Figure 6.1 shows officer corps end-strengths for the Reserve Components for FYs 1974 to 2001.

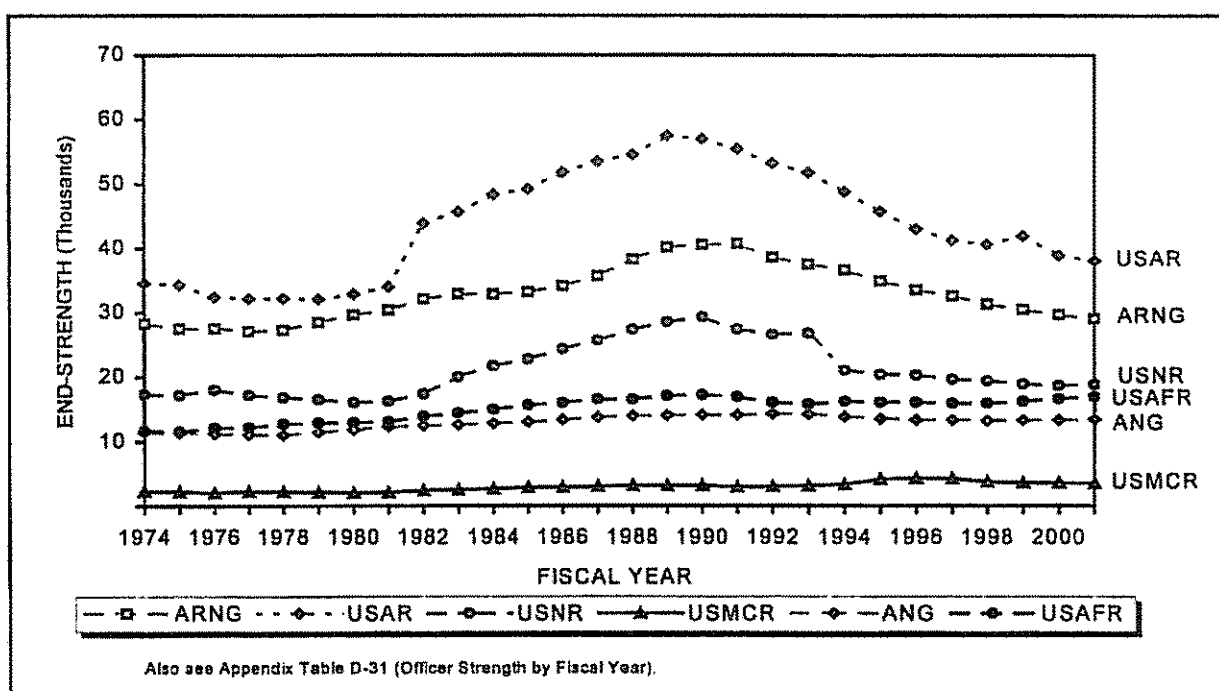


Figure 6.1. Reserve Components officer corps end-strength, FYs 1974–2001.

Table 6.1 compares the number and proportion of Reserve officer accessions with the officer corps. The ARNG and the USAR account for the largest proportion of Selected Reserve officers. The two Army components comprise 55 percent of Reserve officer accessions and 56 percent of Reserve officer end-strength. With the exception of the ARNG and USNR, accessions decreased for all components in FY 2001. End-strength decreased in the ARNG, USAR and USMCR, but increased slightly in the Navy and Air Force components, USNR, ANG, and USAFR.

¹ Data are for commissioned officers; warrant officers are excluded. A brief look at Reserve Component warrant officers is provided in Appendix Tables C-34 and C-35.

Table 6.1. FY 2001 Selected Reserve Officer Accessions and Officer Corps End-Strength (Number and Percent)				
Components	Reserve Officer Accessions		Reserve Officer Corps End-Strength	
	Number	Percent	Number	Percent
Army National Guard	2,717	18.5	29,002	24.2
Army Reserve	5,288	36.1	38,118	31.8
Naval Reserve	3,059	20.9	18,808	15.7
USMC Reserve	803	5.5	3,512	2.9
Air National Guard	980	6.7	13,425	11.2
Air Force Reserve	1,806	12.3	16,938	14.1
Total	14,653	100.0	119,803	100.0
Columns may not add to total due to rounding. Also see Appendix Tables C-23 (Officer Accessions by Age and Component) and C-24 (Officers by Age and Component).				

Characteristics of Selected Reserve Officer Accessions and Officer Corps

Age. The differing missions and force structures of the Reserve Components affect the age composition of the officer corps as shown in Figure 6.2. The USAR, USNR, and USAFR have the largest proportions of officers aged 40 and older (53, 55, and 52 percent, respectively). The ARNG, USMCR and ANG have smaller proportions of officers 40 or older (35, 46, and 49 percent, respectively). The ARNG, ANG and USAR have the greatest proportions of officers aged 29 and younger (14, 7 and 6, percent, respectively), while the USNR has the smallest proportion of officers aged 29 and younger (2 percent).

Recruiting policies affect the age structure of the Selected Reserve officer corps. As in the Active Components, one might expect the USMCR to have a greater proportion of younger officers than the other Reserve Components. However, this is not the case. The USMCR's policy to recruit only officers with prior military service increases the age of its officers.

Race/Ethnicity. Table 6.2 shows the FY 2001 Selected Reserve officer accessions and officer corps by race/ethnicity. The proportions of Black and Hispanic officer accessions in the Selected Reserve (9 and 4 percent, respectively) are nearly identical to the proportions in the Active Components. In FY 2001, the Selected Reserve accessed a slightly smaller proportion of new officers of "Other" race/ethnicity than the Active Components (7 percent versus 8 percent).

The Army components of the Selected Reserve have the highest proportions of Black (ARNG – 8 percent, USAR – 16 percent) and Hispanic (ARNG and USAR 5 percent, each) officers. The USNR has the lowest percentage of Blacks (4 percent); the USNR and USAFR both have less than 3 percent Hispanic officers – the lowest of the Reserve Components. In the remaining components, the proportion of Black officers is approximately 4 to 6 percent and the

proportion of Hispanic officers is slightly above 3 percent. The Reserve Components maintained an equal percentage of officers of the "Other" race/ethnicity group as the Active Components (5 percent).

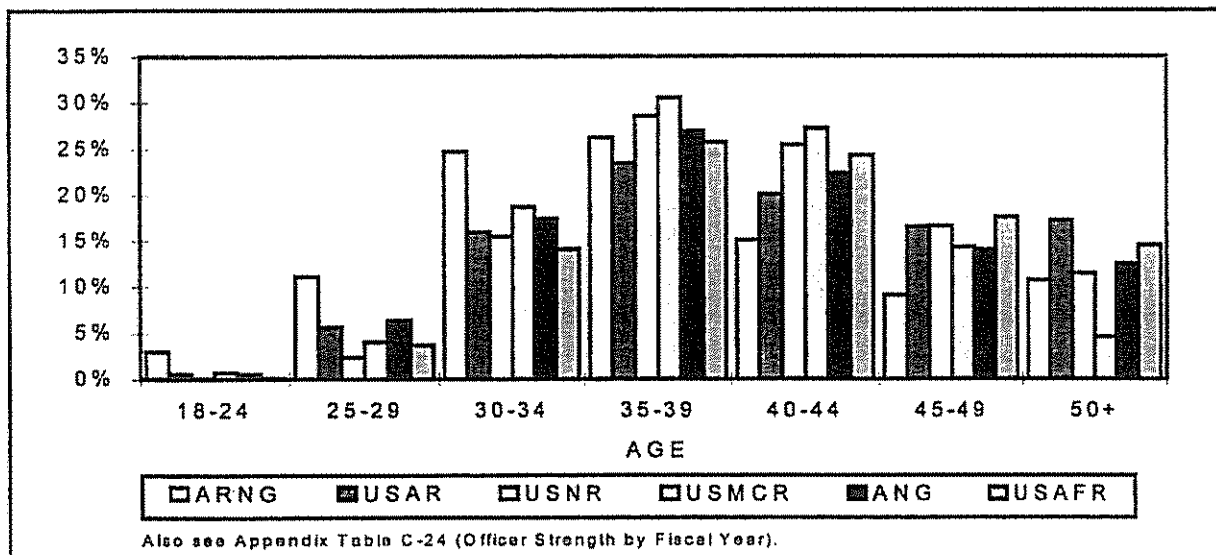


Figure 6.2. Percent of Selected Reserve officer corps by age group, FY 2001.

Gender. Women comprise nearly 18 percent of Selected Reserve officer accessions and almost 19 percent of the Selected Reserve officer corps, as shown in Table 6.3. The proportion of Selected Reserve female officer accessions is lower than in the Active Components (18 and 20 percent, respectively). However, the proportion of women in the Selected Reserve officer corps is larger than in the Active Components (19 and 15 percent, respectively), due to higher retention among female officers in the Reserve Components.

The impact of force structure and mission diversity is reflected in the distribution of women officers among the Reserve Components. The proportion of female officers in the USMCR is 5 percent, while 25 percent each of the USAR and USAFR officers are female. Reasons for this divergence are discussed in the portion of this chapter dealing with the occupational assignment of officers.

Marital Status. In FY 2001, the proportion of Selected Reserve officer accessions and officers who were married was higher than for enlisted members. As in the Active Components, more males were married than females. Table 6.4 shows that the proportion of married male Selected Reserve officers (78 percent) is larger than the proportion of the male civilian college graduate labor force who are married (71 percent). The proportion of married female Selected Reserve officers (59 percent) is lower than for the comparable married, female, civilian college graduate labor force (62 percent).

Table 6.2. FY 2001 Selected Reserve Officer Accessions and Officer Corps, by Race/Ethnicity (Percent)					
Components	White	Black	Hispanic	Other	Total
SELECTED RESERVE OFFICER ACCESSIONS					
Army National Guard	84.3	5.6	4.6	5.5	100.0
Army Reserve	71.7	14.3	4.5	9.5	100.0
Naval Reserve	89.7	4.5	2.2	3.5	100.0
USMC Reserve	85.1	6.2	4.7	4.0	100.0
Air National Guard	86.7	5.6	3.7	4.0	100.0
Air Force Reserve	85.3	5.6	2.1	7.0	100.0
Total DoD	81.2	8.6	3.7	6.5	100.0
SELECTED RESERVE OFFICER CORPS					
Army National Guard	84.3	7.6	4.7	3.4	100.0
Army Reserve	73.7	15.7	4.8	5.8	100.0
Naval Reserve	90.1	3.9	2.1	4.0	100.0
USMC Reserve	89.2	4.5	3.4	2.9	100.0
Air National Guard	87.0	5.2	3.1	4.6	100.0
Air Force Reserve	86.8	5.9	2.6	4.6	100.0
Total DoD	82.6	9.0	3.8	4.6	100.0
Rows may not add to total due to rounding. Also see Appendix Table C-27 (Race/Ethnicity by Component).					

Table 6.3. FY 2001 Selected Reserve Female Officer Accessions and Officer Corps (Percent)							
	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
Officer Accessions	12.4	21.7	14.9	6.6	14.4	24.5	17.6
Officer Corps	10.3	25.1	17.1	5.2	14.9	24.6	18.5
Also see Appendix Table C-25 (Gender by Component).							

Source of Commission. Each Reserve Component applies its own selection procedures for officer candidates. Many officers who transfer from an Active Component already possess at least a college degree. Officer candidates who do not have a degree undergo rigorous selection procedures and must successfully complete an officer candidate or training school. Just over one-quarter of all ANG officer accessions were commissioned through the ANG Academy of

Military Sciences (AMS) and slightly less than half of USAR's officer accessions (43 percent) were commissioned through the Reserve Officers Training Corps (ROTC).

Table 6.4: FY 2001 Married Selected Reserve Officers and Enlisted Members, by Gender, and Civilians (Percent)						
Gender	Reserve Officer Accessions	21- to 35-Year-Old Civilian College Graduates	Reserve Officer Corps	Civilian College Graduates in the Work Force	Reserve Enlisted Members	18- to 49-Year-Old Civilians
Male	61.7	49.8	78.2	71.2	50.8	55.6
Female	49.5	54.5	58.6	61.7	34.7	52.8
Total	59.6	52.3	74.1	66.9	48.1	54.3

Also see Appendix Tables C-16 (Enlisted Members by Age, Marital Status, and Gender) and C-26 (Officers by Gender, Marital Status, and Component).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1999 – September 2001.

Table 6.5: FY 2001 Source of Commission of Selected Reserve Officer Accessions (Percent)							
Source of Commission	Army National Guard*	Army Reserve*	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DOD Total
Service Academy	NA	NA	15.7	5.6	11.0	18.3	14.5
ROTC-Scholarship	NA	NA	20.7	0.0	4.7	16.0	14.6
ROTC-No Scholarship	NA	NA	3.9	14.2	11.7	19.6	10.6
OCS/OTS/PLC	NA	NA	19.0	77.6	11.9	11.5	23.0
ANG AMS/ARNG OCS	NA	NA	0.0	0.0	26.0	2.9	4.6
Direct Appointment	NA	NA	27.9	0.0	19.2	30.7	24.0
Other	NA	NA	4.3	0.0	15.4	1.1	4.6
Unknown	NA	NA	8.5	2.6	0.0	0.0	4.2
Total	NA	NA	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Due to data issues, accurate source of commission data are not available for the Army components.
Also see Appendix Table C-33 (Officers by Source of Commission and Component).

Table 6.5 shows the sources of commission that each of the Reserve Components most frequently use. In the USNR and USAFR, the largest source of commissions was through direct appointments. The overwhelming majority of USMCR officer accessions (78 percent) obtained their commissions through OCS or the Marine Corps Platoon Leader Class (PLC). PLC is a split-training program in which candidates normally attend officer training in the summers after their junior and senior years of college. The Army components rely heavily on ROTC, primarily without scholarships. For last fiscal year (2000), approximately 2 percent of officer accessions were commissioned from other programs, primarily through the aviation cadet and aviation

training programs.² This number has increased to 17 percent for FY 2001, primarily a result of the large proportion of ARNG officer candidates accessed through these alternate programs in FY 2001.

Education. The Reserve Components also tend to vary in the educational attainment levels of its officer accessions (Table 6.6). Overall in FY 2001, 81 percent of Reserve officer accessions were at least college graduates (bachelor and/or advanced degrees). The USMCR and the USNR had the highest proportion of officer accessions with at least a college degree (98 percent each). In the other components, the percentage of officer accessions with degrees ranged from 70 percent in the ARNG to 93 percent in the Air Force Reserve.

Table 6.6. FY 2001 Educational Attainment of Selected Reserve Officer Accessions and Officer Corps (Percent)							
Educational Attainment*	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
SELECTED RESERVE OFFICER ACCESSIONS							
Less than College Graduate	29.6	23.7	2.6	2.3	24.3	7.2	18.6
College Graduate (B.A., B.S., etc.)	60.4	55.1	62.6	79.9	52.7	56.2	58.8
Advanced Degree (M.A., Ph.D., etc.)	10.0	21.2	34.9	17.9	23.0	36.6	22.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SELECTED RESERVE OFFICER CORPS							
Less than College Graduate	13.6	20.5	1.6	0.7	5.3	3.2	11.3
College Graduate (B.A., B.S., etc.)	64.7	48.4	53.9	68.9	64.9	47.4	55.7
Advanced Degree (M.A., Ph.D., etc.)	21.7	31.2	44.5	30.4	29.7	49.3	33.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.							
* Excludes unknowns.							
Also see Appendix Table C-28 (Education by Component).							

Overall in the Reserve Components, the proportion of officers with at least an undergraduate degree is higher than that of its officer accessions, though the difference is slight. This difference is most evident, however, in the ANG where 76 percent of the accessions and 95 percent of the officer corps have a college degree.

Several factors help explain why more officers have college degrees than do officer accessions. A number of Selected Reserve accessions have college credits but have not yet earned a degree when they join the Selected Reserve. Because of Service emphasis on an educated officer corps, many individuals join to take advantage of educational opportunities and

² For Reserve Component commissioned officer accessions, "other" sources of commission are defined as: Merchant Marine Academy, Aviation Cadet, and Aviation Training Program.

education financing (e.g., the Montgomery G.I. Bill), and many non-degreed officers complete their college education while serving in the Selected Reserve.

Representation Within Occupations. The distribution of officers across occupational areas is shown in Table 6.7 for Active and Reserve Components. Overall, the largest proportions of officers in the Reserve and Active Components are assigned to tactical operations and health care positions (55 and 56 percent, respectively). However, due to assigned missions, the Reserve Components have a smaller proportion than the Active Components in tactical operations (33 and 37 percent, respectively), but a greater proportion of officers in health care (21 and 19 percent, respectively).

Table 6.7. FY 2001 Occupational Areas of Active and Selected Reserve Officer Corps (Percent)		
Occupational Area	Active Components	Reserve Components
General Officers and Executives *	0.4	0.5
Tactical Operations	37.0	33.4
Intelligence	5.1	5.4
Engineering and Maintenance	12.2	9.7
Scientists and Professionals	4.8	6.7
Health Care	18.9	21.4
Administration	6.5	7.3
Supply, Procurement, and Allied Occupations	9.1	10.2
Non-Occupational**	5.9	5.5
Total	100.0	100.0
Columns may not add to total due to rounding.		
* Reserve Components calculations do not include 665 O-6 officers classified as general or executive officers by the Services (6 - ARNG, 6 - USAR, 252 - USMCR, 245 - ANG, and 156 - USAFR).		
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.		
Also see Appendix Tables B-37 (Occupational Area by Service and Gender) and C-31 (Occupational Area by Component).		

Differences in occupational assignment among the Reserve Components are shown in Table 6.8. With the exception of the USAR, the largest proportion of officers in each component is in tactical operations. Among the Reserve components, the ARNG and USMCR have the greatest proportions of officers in tactical operations (46 and 57 percent, respectively). The USAR has the smallest proportion of officers in tactical operations (18 percent).

Many Selected Reserve officers are health care professionals. The USAR and USAFR have the greatest proportion of officers in health care occupations (32 and 26 percent, respectively). Health care comprises the second largest percentage of officers in the USAFR, ANG and USNR (26, 16 and 21 percent, respectively). Relatively few Reserve officers are in intelligence, science and professional, and administrative occupations.

Table 6.8. Comparison of FY 2001 Occupational Area Distribution of Officers, by Active and Reserve Component (Percent)									
Active and Reserve Components	Occupational Area*								
	0**	1	2	3	4	5	6	7	8
ARMY									
Active Component	0.5	37.2	6.1	12.0	4.5	22.8	6.0	10.8	0.1
Army National Guard	0.6	46.2	3.0	7.7	3.7	10.4	6.1	10.4	11.8
Army Reserve	0.3	18.3	4.6	8.6	10.0	31.8	8.6	13.5	4.4
NAVY									
Active Component	0.4	38.2	3.8	10.4	3.9	21.3	6.3	5.6	10.1
Naval Reserve	0.3	39.0	11.1	10.4	4.1	20.6	6.4	6.9	1.2
MARINE CORPS									
Active Component	0.5	50.9	4.7	8.0	2.9	0.0	6.1	13.7	13.1
USMC Reserve	0.3	57.3	5.4	7.5	6.5	0.0	6.3	15.2	1.7
AIR FORCE									
Active Component	0.4	32.7	5.3	14.8	6.4	17.7	7.2	9.1	6.6
Air National Guard	1.2	37.8	2.6	14.1	4.6	16.2	9.3	6.6	7.6
USAF Reserve	0.5	30.9	7.3	11.6	8.7	25.7	6.2	7.9	1.3
Rows may not add to total due to rounding. * Occupational Area Codes: 0=General Officers, 1=Tactical Operations, 2=Intelligence, 3=Engineering and Maintenance, 4=Scientists and Professionals, 5=Health Care, 6=Administration, 7=Supply, Procurement, and Allied, 8=Non-occupational. ** Reserve Components calculations do not include 665 O-6 officers classified as general or executive officers by the Services (6 - ARNG, 6 - USAR, 252 - USMCR, 245 - ANG, and 156 - USAFR). Also see Appendix Tables B-37 (Occupational Area by Service and Gender) and C-30 (Occupational Area by Component).									

Women and occupational assignments. The occupational assignments by gender of Selected Reserve officers are shown in Table 6.9. Half of all female officers are assigned to health care positions, 13 percent to administration positions, and 10 percent to supply, procurement and allied occupations. As indicated in Appendix Table C-31, the assignment of women into officer occupational areas differs by component. Across components, female officers serving in health care positions range from 28 percent in the ARNG to 59 percent in the USAR. Two percent of USAR female officers hold tactical operations positions compared to 9 percent in the ANG. As in the Selected Reserve enlisted force, reasons for this distribution include the differing missions of each component; the occupational preferences of female officers; the number of female officers in Active Components possessing such skills who join a Selected Reserve unit after separation from active duty; the proportion of technical skill unit vacancies; and direct ground combat exclusion policies.

Minorities and occupational assignments. An overview of the distribution of Selected Reserve officers by race/ethnicity is provided in Table 6.10. More than half of Whites, Hispanics, and "Others" serve in either tactical operations or health care occupations. The largest proportions of White and Hispanic officers are in tactical operations (36 and 27 percent, respectively); the largest percentages of Black and "Other" racial category officers are in health care occupations (27 and 32 percent, respectively).

As detailed in Appendix Table C-32, there are race/ethnicity differences among the Reserve Components by occupational areas. For example, 60 percent of White officers in the USMCR have occupations in tactical operations, while only 34 percent of Black officers do. Other occupational areas such as health care attract members of different race/ethnic groups more

uniformly. For example, in the USAFR, 42 percent of Blacks, 35 percent of “Other” minorities, and 34 percent of Hispanics serve in health care, compared to 24 percent of Whites.

Table 6.9. FY 2001 Occupational Areas of Selected Reserve Officer Corps, by Gender (Percent)			
Occupational Area	Male	Female	Total
General Officers and Executives*	0.6	0.1	0.5
Tactical Operations	39.9	4.8	33.4
Intelligence	5.3	5.6	5.4
Engineering and Maintenance	10.2	7.2	9.7
Scientists and Professionals	7.2	4.2	6.7
Health Care	14.8	50.3	21.4
Administration	6.1	12.9	7.3
Supply, Procurement, and Allied Occupations	10.2	10.3	10.2
Non-Occupational**	5.8	4.6	5.5
Total	100.0	100.0	100.0
Columns may not add to total due to rounding.			
* Calculations do not include 644 male and 21 female O-6 officers classified as general or executive officers by the Services.			
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.			
Also see Appendix Table C-31 (Occupational Area by Component and Gender).			

Table 6.10. FY 2001 Occupational Areas of Selected Reserve Officer Corps, by Race/Ethnicity (Percent)					
Occupational Area	White	Black	Hispanic	Other	Total
General Officers and Executives*	0.6	0.2	0.2	0.2	0.5
Tactical Operations	35.9	17.6	27.3	23.3	33.4
Intelligence	5.7	2.9	4.5	5.2	5.4
Engineering and Maintenance	9.5	11.2	10.2	9.9	9.7
Scientists and Professionals	7.0	4.9	4.9	5.5	6.7
Health Care	20.1	27.1	23.4	31.5	21.4
Administration	6.7	12.5	8.7	6.4	7.3
Supply, Procurement, and Allied Occupations	9.4	17.2	12.9	8.7	10.2
Non-Occupational**	5.1	6.3	8.0	9.3	5.5
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
* Calculations do not include 624 White, 19 Black, 9 Hispanic, and 13 Other O-6 officers classified as general or executive officers by the Services.					
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.					
Also see Appendix Table C-32 (Occupational Areas by Component and Race/Ethnicity).					



Chapter 7

U. S. COAST GUARD

The U.S. Coast Guard (USCG), sometimes referred to as “America’s Shield of Freedom,” is the nation’s oldest continuous seagoing service. The USCG traces its history to 1790 with the introduction of the Revenue Cutter Service, whose mission was the enforcement of the first Congressional tariff laws enacted under the Constitution. Today’s Coast Guard is actually a combination of five former Federal agencies. In addition to the Cutter Service, these agencies include the Lighthouse Service, the Steamboat Inspection Service, the Bureau of Navigation, and the Lifesaving Service.¹ The multiple missions and responsibilities of today’s Coast Guard can be traced back to these initial agencies with five strategic goals today—maritime safety, maritime mobility, maritime security, national defense, and protection of natural resources.²

While on a day-to-day basis the USCG falls under the jurisdiction of the Department of Transportation (DoT), the USCG is at all times an armed force—a full time military organization with a true peacetime mission.³ During times of war or at the direction of the President, the USCG functionally transfers to the Department of Defense under the Secretary of the Navy.

In this chapter, the characteristics of both the Active and Reserve Components of the USCG are presented. Comparisons are presented for applicants (active enlisted only), accessions, and end-strength for enlisted members, officer corps, and warrant officers. Where applicable, comparisons include overall DoD⁴ figures and comparable civilian data for reference.

Characteristics of Active Component Non-Prior Service Applicants

As with the other Armed Forces, the USCG has entrance standards for age, physical fitness, maximum number of dependents, citizenship status, moral character, and mental ability to include minimum scores on the Armed Forces Qualification Test (AFQT). In this section various demographic characteristics of USCG active component enlisted applicants along with similar overall DoD figures and civilian comparisons are reported.

In FY 2001, a total of 8,901 individuals without prior military experience applied to serve in the USCG, slightly less than the 9,034 in FY 2000. The distribution of FY 2001 USCG and overall DoD Active Component NPS applicants’ race/ethnicity by gender is shown in Table 7.1. Eighty-five percent of the USCG applicants were male (Appendix Table E-2), of whom 79 percent were White, 6 percent Black, 9 percent Hispanic, and 5 percent “Other.” For female applicants, approximately 74 percent were White, 11 percent Black, 8 percent Hispanic, and 8 percent “Other.” Additional statistics on applicant characteristics (e.g., age, education levels,

¹ URL: http://www.uscg.mil/hq/g-cp/history/h_USCGhistory.html.

² Fiscal Year 2001 Coast Guard Report: FY 2000 Performance Report and FY 2002 Budget in Brief. URL: <http://www.uscg.mil/hq/g-cp/comrel/factfile/Factcards/CGReport.html>.

³ Ibid.

⁴ Overall DoD refers to the combined total of the Army, Navy, Marine Corps, and Air Force.

and AFQT scores, by gender and race/ethnicity) are contained in Appendix E, Tables E-1 through E-4 for the USCG and Appendix A for the overall DoD.

Table 7.1. Race/Ethnicity by Gender of FY 2001 USCG and DoD Active Component NPS Applicants and Accessions, and Civilians 18-24 Years Old (Percent)						
Race/Ethnicity	Coast Guard ¹			DoD		
	Male	Female	Total	Male	Female	Total
NPS ACTIVE COMPONENT APPLICANTS						
White	79.3	73.6	78.1	63.0	49.9	60.0
Black	6.0	10.7	6.7	19.1	31.4	21.9
Hispanic	9.4	7.8	9.1	11.5	11.4	11.4
Other	5.4	7.9	5.7	6.5	7.3	6.7
Total	100.0	100.0	100.0	100.0	100.0	100.0
NPS ACTIVE COMPONENT ACCESSIONS						
White	83.7	78.9	83.8	65.5	52.8	63.1
Black	4.3	6.0	4.0	17.3	29.5	19.5
Hispanic	8.4	9.4	8.1	11.4	11.1	11.3
Other	3.6	5.7	4.2	5.9	6.7	6.1
Total	100.0	100.0	100.0	100.0	100.0	100.0
NON-INSTITUTIONALIZED CIVILIANS 18-24 YEARS OLD						
White	Black	Hispanic	Other	Total	Male	Female
64.8	14.3	15.6	5.3	100.0	49.9	50.1

Columns may not add to total due to rounding.

¹ U.S. Coast Guard data for NPS Active Component Accessions from Coast Guard Recruiting Command.

Also see Appendix Tables A-3 (Applicants for Active Component Enlistment by Race/Ethnicity, Service, and Gender), B-3 (NPS Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender), E-2 (Coast Guard Applicants for Active Component Enlistment by Race/Ethnicity and Gender), and E-6 (Coast Guard NPS Active Component Enlisted Accessions by Race/Ethnicity and Gender).

Characteristics of Active Component Non-Prior Service Accessions

Of the 8,901 individuals who applied for service in the USCG, a total of 3,951⁵ actually accessed. This number represents a 43-percent accession-to-applicant ratio, down from 47 percent in FY 2000. The distribution of race/ethnicity by gender for FY 2001 Coast Guard and overall DoD Active Component NPS accessions is shown in Table 7.1. Eighty-eight percent of USCG NPS accessions were male (Appendix Table E-6), of whom 85 percent were White, 4 percent Black, 8 percent Hispanic, and 4 percent "Other." Of the female USCG accessions, 79 percent were White, 6 percent Black, 9 percent Hispanic, and 6 percent "Other." Overall, USCG accessions were more likely to be White and male than accessions in DoD. The proportion of Black USCG accessions is approximately one-fifth of the percentage for the overall DoD.

Age. While the overall acceptable age range for enlistment in the Armed Services is between 17 and 35, the USCG further restricts its new accessions to the 17 to 27 age range. In FY 2001, 89 percent of USCG NPS accessions were between the ages of 18 and 24 as compared to 87 percent of overall DoD accessions, and 37 percent of the comparable civilian population.

⁵ The total number of Coast Guard accessions is provided by Coast Guard Recruiting Command. This number differs slightly from the total number provided by the Defense Manpower Data Center and shown in appendix tables.

Age differences are explained, in part, by different age requirements in each Service. The Army and Navy (accounting for 65 percent of overall DoD NPS accessions) accept 17 to 35 year olds. For detailed age statistics, see Appendix Table E-5 for USCG and Appendix Table B-1 for overall DoD figures.

Education. As shown in Table 7.2, approximately 90 percent of USCG NPS accessions in FY 2001 were regular high school diploma graduates. The USCG accepted nearly 10 percent GED holders this year, but virtually no applicants without education credentials were accepted for duty in the Coast Guard (one-tenth of one percent). For both the USCG and DoD as a whole, the overall percentage of accessions with high school credentials, either diplomas or GED certificates, was 99 percent, exceeding the comparable civilian group at 79 percent.

Table 7.2. Education Levels and AFQT Categories of FY 2001 USCG and DoD Active Component NPS Accessions and Civilians 18-24 Years Old (Percent)			
Education Level	Coast Guard ¹	DoD	18- to 24-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	89.8	90.9	79.1
Tier 2: GED, Alternative Credentials	10.2	7.6	
Tier 3: No Credentials	0.0	1.4	20.9
Total	100.0	100.0	100.0
College Experience (Part of Tier 1)	4.6	6.9	46.7
Columns may not add to total due to rounding.			
* Civilian numbers/percentages for education combine Tiers 1 and 2; civilian data include GED certificates with high school graduate rates.			
¹ U.S. Coast Guard education tier data from Coast Guard Recruiting Command.			
Also see Appendix Tables B-7 (NPS Active Component Enlisted Accessions by Education, Service, and Gender) and E-8 (Coast Guard NPS Active Component Enlisted Accessions by Education, Gender, and Race/Ethnicity).			

Characteristics of Active Component Enlisted Force

At the end of FY 2001, the enlisted end-strength of the USCG stood at 28,067, up from 27,825 in FY 2000. The FY 2001 Coast Guard enlisted force was 90 percent male and 10 percent female. Relative to the overall DoD, proportionally the Coast Guard has more male enlisted members (90 and 85 percent, respectively).

Race/Ethnicity. The distribution of race/ethnicity by gender for FY 2001 USCG and overall DoD Active Component enlisted members along with the applicable civilian comparison group is shown in Table 7.3. Relative to the comparable civilian population, the USCG enlisted force was more likely to be White (82 and 69 percent, respectively) and less likely to be Black (12 and 13 percent, respectively) or Hispanic (7 and 13 percent, respectively). Furthermore, compared to the overall DoD enlisted force, the USCG is more likely to enlist Whites and less likely to enlist minorities, particularly Blacks (12 percent Blacks in the USCG vs. 23 percent Blacks in the DoD).

Age. Youth dominates enlisted members, particularly in the overall DoD, where nearly half (49 percent) of the force was 25 years or younger compared to 41 percent in the USCG (Table 7.4). Thirty-nine percent of the USCG enlisted force was 30 years of age or older as compared to 33 percent of the overall DoD, and 75 percent of the civilian group. The USCG enlisted force tends to be older than the overall DoD enlisted force, but still younger than the comparable civilian group.

Table 7.3. Race/Ethnicity by Gender of FY 2001 USCG and DoD Active Component Enlisted Members and Civilians 18-24 Years Old (Percent)

Race/Ethnicity	Coast Guard			DoD		
	Male	Female	Total	Male	Female	Total
	ACTIVE COMPONENT ENLISTED MEMBERS					
White	83.0	75.5	82.2	64.2	49.0	61.9
Black	5.4	11.5	11.5	20.2	35.3	22.5
Hispanic	7.2	7.2	7.2	9.5	9.4	9.5
Other	4.4	5.8	5.8	6.1	6.4	6.1
Total	100.0	100.0	100.0	100.0	100.0	100.0
CIVILIANS 18-44 YEARS OLD						
White	Black	Hispanic	Other	Total	Male	Female
68.8	12.7	13.4	5.1	100.0	53.5	46.5

Columns may not add to total due to rounding.
Also see Appendix Tables B-25 (Active Component Enlisted Members by Race/Ethnicity, Service, and Gender) and E-15 (Coast Guard Active Component Enlisted Members by Race/Ethnicity and Gender).

Table 7.4. Age of FY 2001 USCG and DoD Active Component Enlisted Members and Civilians (Percent)

	Coast Guard	DoD	Civilian Comparison
Age			Civilian Labor Force 17 and Older
17-19	7.5	11.7	4.6
20-24	33.0	36.8	10.4
25-29	20.5	18.6	10.5
30-34	14.7	13.3	11.6
35-39	14.4	12.8	12.8
40-44	8.1	5.3	13.7
45-49	1.5	1.2	12.3
50+	0.3	0.2	24.1
Unknown	0.0	*	0.0
Total	100.0	100.0	100.0

Columns may not add to total due to rounding.

* Less than one-tenth of one percent.

Also see Appendix Tables B-23 (Active Component Enlisted Members by Age Group, Service, and Gender) and E-14 (Coast Guard Active Component Enlisted Members by Age Group and Gender).

Representation Within Occupations. The representation of USCG enlisted force by race/ethnicity and gender in occupational areas with the overall DoD rates for comparison is presented in Table 7.5. The USCG is unique in that all occupations are open to both men and women—there are no combat restrictions. However, women were still underrepresented in the infantry, gun crews, and seamanship specialties compared to men in the USCG (9 and 16 percent, respectively). Restructuring of the Coast Guard's aviation rating from late FY 1997 through FY 1999 with additional reclassification occurring in FYs 2000 and 2001 led to some changes in occupational area distributions. The most notable differences were an increase in the number of positions classified as infantry, gun crews, and seamanship with a corresponding decrease in electrical/mechanical equipment repair. In FY 2000 there was a decrease in infantry,